

# *The* Conference Bulletin

PUBLISHED BY THE  
NATIONAL CONFERENCE OF SOCIAL WORK

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Vol. 47

July, 1944

Number 4

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ELLEN C. POTTER, M.D.  
*President 1944-1945*

## THE CONFERENCE BULLETIN

OF THE

## National Conference of Social Work

82 North High Street, Columbus 15, Ohio

President: Ellen C. Potter, M.D., Trenton, New Jersey.

Treasurer: Arch Mandel, New York City.

General Secretary and Editor of the Bulletin:

Howard R. Knight, Columbus, Ohio

## JULY, 1944

Published four times a year by the National Conference of Social Work, January, April, July, and October.

Price fifty cents a year, fifteen cents a copy

(Membership Directory, 25 cents)

Sent to all members in consideration of payment of fifty cents as part of membership fee.

Entered as second-class matter at Columbus, Ohio, March 21, 1921, under the Act of August 24, 1912. Acceptance for mailing at special rate of postage provided for in Section 1103 Act of October 3, 1917, authorized March 21, 1921.

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## Report of Appraisal Committee

HAD the Cleveland meeting been staged in the relative calm of peacetime, it would surely have won praise for its timely, forceful, balanced program—no less than for the over-all efficiency with which the whole thing came off. That so much was accomplished under wartime pressures must be scored as an achievement.

Virtually everyone who was heard and overheard by the peripatetic members of your Appraisal Committee voiced approval of the program. It was referred to variously as "realistic, practical, well-integrated, and just what we needed." As one observer put it at the end of Conference week: "Even the psychiatrists had their feet on the ground." All of which adds up to sound endorsement of the method followed by the National Conference of Social Work in gathering ideas and suggestions from all parts of the country as a regular part of its program-building. In this endorsement, we fully concur.

What especially impressed this committee was the cheering fact that social work and labor have obviously reached an understanding—that they have begun to pull together. We felt that Cleveland marked a new trend; one that is mutually healthful and should be earnestly cultivated. Both the CIO and AFL were well represented on general session and section programs. But that was not all. Both labor groups had sizable representations at the Conference, and it was clear that they came as partners in a common cause. Moreover, they were welcomed.

It is not our purpose to develop an over-glowing picture of this meeting, for there were shortcomings as well as strong points. For instance, many sessions presented almost an excessive number of speakers, and general discussions often were crowded out completely. Would it not be possible for section committees to adopt at least an unofficial rule that the length of a session and the scheduled participants will be kept in reasonable balance? Again, we heard more than a few complaints that "the best meetings were scheduled the first three days instead of being spread over the whole week." Perhaps "best" is a relative term, depending upon the observer, but both the Program Committee and Associate Groups may find justification in the criticism.

While meeting facilities in the Public Auditorium were almost unfailingly excellent, the process of finding meeting rooms presented problems. Signs helped, but did not eliminate the difficulties. We recommend that diagrams of the principal meeting place (or places) in the Conference city be incorporated in the printed program. A floor plan indicating the location of booths and exhibits would also be welcome.

It was a point of interest to the committee that full approval appeared to accompany the return of the Conference to a single annual meeting. Within our hearing no voices were raised for a return to the good old days of 1943 and regional meetings—not even when a severely understaffed registration booth at Conference Headquarters (a symptom of a war-working city with an acute shortage of manpower) caused seemingly endless lines during the first two days of Conference week.

Finally, a note of appreciation to the permanent staff of the National Conference. It delivered a typically effective job. And that sums up the case.

Respectfully submitted,

Richard Bachman  
Lucille Batson  
Anthony DeMarinis  
Julius Goldman  
Faith Jefferson Jones  
Charlene E. Shiland  
Florence Van Sickler  
Harold P. Levy, Chairman

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# The President Speaks Her Mind

Ellen C. Potter, M.D.

THE 71st Annual Meeting of the National Conference of Social Work has passed into history. Its closing session adjourned just 10 days before a new chapter of world history began to be written in the blood, sweat and tears of our gallant men on the beaches of Normandy.

What did we write into our history during those seven days of conference as we met on the shore of placid Lake Erie? What sense of direction did we take with us as we dispersed to the cities, towns, villages, counties and states from which we came, and to which we were returning to meet the impact of this world revolution?

Now that the final blow has been launched by the armed might of the United Nations, what have we done, and what do we propose to do that we may be worthy of the sacrifice which has been made on our behalf?

We, the members of the Conference, represent the composite social conscience of all races, creeds, economic groups, laymen, volunteers and professionals, in this great Country, who have a deep concern for the welfare of our fellowman.

The hunger of all of us, young and old, for the opportunity, afforded by the annual conference, for an exchange of experience, for discussion, hammering out sound principles and methods to meet rapidly changing conditions, was evidenced by the remarkably large registration, the encouraging increase in new membership, the cheerful spirit in which we met the overcrowding of hotels, the stand-in-line for rooms, meals and registrations. Even the typical English daily showers did not dampen our spirits; while the gorgeous rainbow, which dropped down into the midst of the City "skyscrapers," gave us promise for the future.

Our President at the first general session presented a masterly review of the development of social work since World War I. This will serve as a mile-stone on the long road we have traveled.

What was written into the history of the Conference? From the point of view of the incoming president, the most profoundly significant development was the presence of organized labor in strength, A. F. of L. and C. I. O., registering as members, attending meetings, speaking from the floor, asking pertinent questions and speaking formally from several platforms.

They are our allies and we welcome them! Their dynamic urge for a better life for all, and their will to act to realize their objectives, is bound to have an effect upon the future of the National Conference.

There was a shift in emphasis in the section programs, which was of historic significance. Case Work did not hold the spotlight to the same degree as in recent years. Its techniques and psychiatric refinements gave place to adaptation of skills to new needs, in new settings, and short cuts to goals which must be quickly reached.

Group Work came into its own with a vital program, clearly illustrative of its status as an important contrib-

uting factor to various fields of social need and social work. It no longer modestly occupies a "back seat."

Social Action sharpened its tools, searched out the fields in which these tools must be used if results, in terms of human welfare, are to be secured. Emphasis was placed on the responsibility resting upon all of us in our several fields to share in the action process, not leaving it to specialists.

Community Organization and Public Welfare Administration cultivated the grass-roots of service on the local level; recruitment and training of personnel; and did not overlook the expansion of social security; development of a national health program; mass migration within this Country now and post-war; and recorded the apparently successful abolition of settlement laws in one state (Rhode Island) without the disastrous consequences which are often prophesied.

Perhaps the most gloomy page of our current history was presented by Doctor Edwin R. Embree of the Rosenwald Fund. Who are we, as a great people, to proclaim freedom, equality, opportunity for the world, when, within our own borders, minority groups are denied these rights—even the right to fight for their Country or the right to work for a living?

The National Conference of Social Work is a melting-pot out of which should flow the molten metal of vigorous public opinion, which, by our spoken word and our collective action, must support the faith that is in us—that all men are equal.

Our sense of direction, as we left Cleveland, surely points, not to China, nor the far-flung Pacific, nor the fields of France, nor the rugged hills of Italy, but to the battleline on the home front in our own town and our own state, where Democracy will be won or lost; where the rights of man will be guaranteed or prostituted; where the health and welfare of little children will be our major concern, for in their hands rests the future of the world.

What do we propose to do? This is the year, under our Constitution, in which the Program Committee has to give reconsideration to our whole sectional structure and make any recommendations it may see fit to the Executive Committee for action or possible amendments to the Constitution.

We have, for nearly seventy-five years, served as a stimulating forum for discussion of social problems; we are a great educational institution; we have year after year placed in the record in our Transactions the best thought in the field of social work related to current problems and their solution.

Today, the whole world is in process of change, economically, politically, socially and spiritually. The National Conference cannot escape the impact of these strong currents! It is the responsibility of every member individually, and of every social-work group collectively, on state and local levels, to help the Program Committee this year in its effort to reach wise conclusions as to our future role in the fields of social work, public and private. Let us bend our powers to this task.



## Our New President

**E**LLEN CULVER POTTER, M.D. our new President needs no introduction to the National Conference of Social Work. For many years she has been one of its hardest working members, whether it be a member of the Executive Committee, Chairman of a Section or a member of a Committee planning program or trying to meet some of the administrative problems of the Conference, her service has been faithful and constructive. It is, therefore, fitting that the membership should honor her with the presidency.

Dr. Potter's long career in public service has made her one of the outstanding leaders not only of the Conference but of the country. She was graduated from the Woman's Medical College of Pennsylvania in 1903 and devoted the next fifteen years to the practice of medicine. During this period she taught in the medical school and served on the staff of several hospitals. She then entered public service and has had a long and varied career. From 1923 to 1927 she was Secretary of Welfare in the Department of Welfare under Governor Pinchot of Pennsylvania. In this position she was the first woman to hold a position as Cabinet Officer in a State Cabinet. Since 1927 she has followed through her public career in the State of New Jersey as Director of Medicine in the Department of Institutions and Agencies of that State. During this period she has covered several assignments as Medical Director of the North Jersey Training School, Superintendent of the Reformatory for Women, Superintendent of the State Home for Girls and Director of Classification for the department which dealt with classification in all penal and correctional institutions and institutions for the feeble-minded.

In addition to all this she has found time to serve as Consultant to the Wickersham Commission relative to Prisons and Parole; as a member of the Pathfinding Committee of the Hoover Commission on Unemployment; as a member of the Advisory Council Emergency Relief Ad-

ministration of New Jersey. Subsequently she served as Chairman of the National Committee on the Care of Transient and Homeless and for a period was loaned to the Federal Emergency Relief Administration as Director of Policy in Relation to Transients. She also served as Advisor to the Technical Committee of the Presidents Commission on Social Security in 1935. The New Jersey Conference of Social Work honored her with its presidency in 1935. At one time she was National President of the Medical Women's National Association and has maintained membership in the American Medical Association and the American Public Health Association. She is a Fellow of the American College of Physicians. She is also a member of the American Association of Social Workers, American Association of University Women, American Psychiatric Association, and the American Sociological Society.

During the years she has contributed many articles to various professional journals.

We can do no better than quote from the citation when she was given the Honorary Degree of Doctor of Laws by Rutgers University as follows:

"Born in Connecticut, she went as a young woman to study art in New York City. There she found in the children of the slums surrounding her studio the appeal to her sympathies which has motivated her life. Relegating art to an avocation, she entered the study of medicine and later taught at the Women's Medical College in Philadelphia. She next identified herself with public service, for twelve years in Pennsylvania and for the past seventeen years in New Jersey.

The number of organizations to which she has contributed leadership and the list of her articles published in journals of learned societies are both too long to offer here. They are but incidental to the record of a career marked by broad human sympathy, intelligence, and courage to face the acute social problems of this generation."

## William Hodson Memorial Fund

**T**HE many friends of the late William Hodson, Commissioner of Welfare of New York City, and particularly the numerous contributors to the William Hodson Memorial at the University of Minnesota, will be interested to learn that the Fund has now grown to something over \$9300. It has been accepted by the Board of Regents of the University, and its utilization as a lecture fund in the field of social welfare and public welfare administration has been approved. It is hoped that the first lectures on the Fund can be given during the year 1944-45.

Sincere thanks are hereby extended to all contributors to the Fund. Further contributions are of course acceptable at any time.

Sincerely yours,

WILLIAM ANDERSON,  
University of Minnesota \*

## RENEW YOUR MEMBERSHIP

Your Conference faces one of the most difficult years in its history and its greatest opportunity for service to social work. It will give that service.

It must rely on the support and cooperation of its members to make that service effective. Can you be counted on?

## CHANGE OF ADDRESS

Be sure to keep the National Conference of Social Work office notified of any change in your address. We are particularly anxious to have the *Zone Number* in your address.



## A Message from the Retiring President

Elizabeth Wisner

THE 71st annual meeting of the National Conference of Social Work is now a matter of history but I believe the influence of this war time Conference will be felt throughout the year. Unfortunately it was not possible for me to attend many of the meetings and therefore I cannot give a comprehensive evaluation of the various programs. However there appears to be a consensus of opinion that the section chairmen provided programs and speakers that were stimulating and that subject matter of vital concern to many delegates was presented. In view of the difficulties of war time travel I feel that we owe these chairmen a debt of gratitude for the fact that most of the speakers scheduled actually arrived and for their careful planning in respect to the topics selected.

The Associate Groups were very well represented, some forty of them in fact, and considering the war, a wide variety of exhibits and consultation services were available to Conference delegates. The latest social work books and pamphlets were also on exhibit and for sale. Special committees on Migration, Social Hygiene and Problems of Youth provided programs directly focused upon urgent current problems and such war emergency agencies as the American Red Cross, the National War Fund, the Office of Civilian Defense, the United Seamen's Service and the United Service Organization were represented and also provided programs of special interest to Conference members.

The publication of the proceedings of the Cleveland meeting will be eagerly awaited I believe, by those members who were unable to attend this year. Briefly some of the major topics of interest were those relating to case work and group work services to discharged service men and general community planning in this area. "Rehabilitation" which as a term covers such a range of services and specialized techniques was naturally one of the important subjects. Children in wartime, counselling in industry and in unions, inter-racial cooperation presented from a constructive viewpoint, the nation's health and the current proposals for amending the Social Security Act—all these subjects were of current interest. Among those interested in social group work there was a belief that distinct gains had been made during the war. The participation of or-

ganized labor in social welfare planning and the common goals of social work and labor were especially emphasized at this Conference. There was no indication that the problem of personnel shortage which has been faced by social agencies since the war was solved but there were practical discussions of ways of making necessary adjustments to a realistic situation.

I would not wish to give the impression that conflict of ideas or controversies over various proposals were absent or that solutions were found to many perplexing problems. The Conference would indeed have little meaning if such were the case. But the Cleveland meeting was in every sense a national meeting both as to geographic and agency representation as this is important in view of the nationwide problems which are now facing social workers. The international aspects of relief and rehabilitation were likewise in the foreground and we were happy to welcome Fred Hoehler our 1943 president who was unable to attend the regional meetings last year because of his assignment in North Africa.

The number of delegates registered exceeded that anticipated and so the year ended with the National Conference in a sound, although not affluent financial condition. Your continued interest and support will be needed. The question of time and place of the next annual meeting was referred to the Executive Committee for action as coming events will largely determine the wisdom of such choices. As I have previously said we were indeed grateful to the city of Cleveland and to the local committees for their cooperation in making the Conference possible under war-time conditions. To Howard Knight whose work in connection with the 1944 meeting marked his 20th year with the Conference, the Executive Committee tried to express its appreciation for the leadership and devoted service which he has rendered the Conference. We missed many Conference members absent in the armed forces of our country and those other members serving abroad in the special service programs. To all of them we extended our heartfelt wishes for their safety and health and speedy return. To Dr. Ellen Potter, our new President, we can look forward to able leadership in a year which may prove to be of great import to all of us.

# A WAR CONFERENCE

## 71st ANNUAL MEETING

THE seventy-first annual meeting of the National Conference of Social Work recently held in Cleveland was a war Conference—and a working Conference. No one who attended it and stayed through the week needs further justification for the holding of it or further proof that social work is taking very seriously its responsibility in the war and in the post war problems that are to come. People came, the bulk of them, of course, from within easy distance of Cleveland. Also there were representatives from the entire country, Canada and some far off countries. All were seeking help, advice, new information and an opportunity to exchange experiences and gain new inspiration for the puzzling problems which they are facing in a thousand home communities. Every Cleveland newspaper commented editorially that this was the kind of a meeting that needed to be held and ought to be held.

That the crowd was there for business was shown by the steady attendance at meetings all through the week. Many meeting rooms did not prove large enough and in some cases quick shifts had to be made but everyone understood the difficulties under which the meeting was held and played the game.

Consultation with national agencies at Conference Headquarters was used much more than ordinarily. Many of the large war agencies were seeking personnel to carry out their great responsibilities and practically every executive present was looking for new staff. The Survey, University of Chicago Press, Russell Sage Foundation, Family Welfare Association of America and other organizations that had social work literature on display and for sale did the largest business that they have done in years. They were frequently crowded two deep by delegates seeking to get the newest information in literature that was available. There was an atmosphere of real seeking for truth, of facing up to responsibilities and the program got down to fundamentals.

The General Sessions as planned by the Program Committee of the Conference all attracted capacity crowds. On the opening night the President, Elizabeth Wisner, described the status of social work at the time of World War I and traced its development from then through the depression and into the present. It was a masterly job. On Monday night Max Lerner who had spoken so brilliantly at New York and St. Louis last year again lifted the crowd to new heights of inspiration with his address on "A Nation Worthy of Heroes." The following night our own Fred Hoehler, last year's President who was in Africa at the time of that meeting and has been pioneering much of the work now done by UNRRA was in the country long enough to appear on the program and take our thoughts overseas to the great pressing problems there. His description of the practical day by day work, the stakes that are involved, what this can mean to the rav-

aged people of Europe now and in international goodwill in the days to come will not soon be forgotten by those who heard him. On Wednesday night labor laid out its social program for the future. Originally this meeting had been planned as a two way approach from the point of view of both management and labor. Unfortunately we were not able to secure any of the speakers we wished from management but labor was well represented by Matthew Woll of the American Federation of Labor and Irving Abramson of the Congress of Industrial Organizations. Both of these men have been in positions of leadership in the new rapprochement taking place all over the country between labor and social work. Both are on the Executive Committee of the National War Fund. Each presented the social programs of his organization. There was obviously much in common and labor spoke authoritatively that night.

On Thursday night a number of the Associate Groups held a series of meetings all of which were well attended. On the following evening Edwin Embree, President of the Julius Rosenwald Fund, spoke with inspiration on "A Constructive Program for the Problem of Minorities." The night was hot. The crowd was tired. It was the last evening session of the Conference and the Ballroom of the Auditorium was packed. After announcing that he had properly filed his written manuscript with the Conference for the Editorial Committee he peeled off his coat and talked to the audience man to man and face to face about the seriousness of the whole issue of racism in this country and laid out a constructive program that was reasonable and ethically sound. Those who attended will long remember his honest and courageous facing of this fundamental question.

At the final General Session on Saturday morning a small crowd had been expected but the room was packed and people were standing as Leonard Mayo outlined "The Future for Social Work." It was not generally known at the time but Mr. Mayo had spent considerable of the night before in rewriting sections of his address in the light of what had happened during the week in Cleveland. He laid out the stakes ahead of us and the opportunities for social work. It gave a fitting close to a week of meetings. The general consensus of opinion was that the Conference had been a good one.

The programs of the regular five Sections, Social Case Work, Social Group Work, Community Organization, Social Action and Public Welfare Administration together with those of the three Special Committees on Migration, Problems of Youth and Social Hygiene showed that careful planning that had been underway since early last fall. Most of the subject matter presented in the Sections and Special Committees fell roughly under three main heads: Our understanding of and plans for dealing with the special problems and questions growing out of our service to

the men and women in the Armed Forces of the country and their dependent families; second, the maintenance of the home front and third, looking forward to and the beginning of planning for the problems that are beginning to press in on us already and will be more important as peace comes and the country returns to a peace economy instead of a war economy. No one person can summarize the content of all these programs.

In addition to the Sections and the Special Committees an opportunity was given to each of the great national war services to tell their stories both as to problems and progress. These meetings proved a real success and some of this material will unquestionably be published in the Proceedings. The American Red Cross, The National War Fund, The Office of Civilian Defense, The United Seamen's Service and The United Service Organizations all were represented.

With but one or two exceptions the usual Associate Groups also held their meetings with full programs. Their programs had been carefully planned and supplemented the Section programs. This in itself made it unnecessary for most of them to hold special meetings at some other time and place.

Perhaps one of the most significant developments at this annual meeting was the greatly increased participation of labor in the National Conference. The National CIO War Relief Committee had a booth at Headquarters with an exhibit and consultation service. The Labor League for Human Rights of the AFL had an exhibit. Both groups, the AFL just in advance of and during the week of the Conference, and the CIO immediately following brought in their national war relief committees for a series of meetings of their own and at the same time active participation in the Conference. Both left the Conference enthusiastic for further participation another year. This activity together with the presence on the Section programs as well as the General Session programs of outstanding representatives of labor added much to the breadth of the Conference program.

As usual the Annual Business Meeting was held on Thursday afternoon. The Treasurer's Report showed that the Conference was in a healthy financial condition with all bills paid and a balance in the bank as of April 30 of \$8,749.76. The financial results from the annual meeting were of course not available at that time. In all probability the costs for this year's annual meeting will some-

what exceed the income but probably not to the extent of crippling the Conference.

The Time and Place Committee under the chairmanship of Miss Merle MacMahon reported that there were no invitations for the 1945 meeting which in view of the present situation is quite understandable. They recommended that the whole question of a 1945 meeting be referred to the Executive Committee with full power, for determination at the fall meeting of the Executive Committee. At the same time they registered their unanimous opinion that an annual meeting should be held in 1945 if it is at all feasible and possible.

The report of the Committee on Nominations under the Chairmanship of Malcolm Nichols of Boston is given elsewhere in the Bulletin.

At the final session the registration was announced as approximately 4800 which is about half what would have been expected in a normal year. A considerable proportion of this came from Cleveland and the immediate surroundings. Under the direction of Miss Virginia Wing of Cleveland a very active committee had for several weeks been effectively promoting attendance and participation in the Conference from Cleveland and the immediate surrounding territory.

What of the year ahead? When this is published the Editorial Committee of the Conference will have completed its work and the 1944 volume of the Proceedings will be in the hands of the printer. We hope that it can be published by late November or early December but in these days of paper shortage and manpower difficulties no certainty can be given. This much we know. The Executive Committee will decide early this fall if a meeting will be held and if so when and where. Rightly this decision is held over until then and will be made in the light of the situation as it then exists. Of this much we can be sure. During the coming year social work will face even greater challenges than in the year just past. It is quite within the realm of possibility that by the time another year rolls by we will be in the midst of the readjustment to peace industry. The problems of rehabilitation and readjustment of service men may be reaching new peaks and the task of meeting the needs of refugee and displaced people will be very pressing. For this we all hope. In any event, social work will face into the coming year with courage and conviction that it has a vital task to perform and the determination to do it to the best of its ability.

H. R. K.



## WHAT THEY SAID

Excerpts from addresses given at the 71st annual meeting, National Conference of Social Work, Cleveland, Ohio, May 21-27, 1944

### War and the Social Services.

*Elizabeth Wisner, Dean, School of Social Work, Tulane University, New Orleans, Louisiana, and President National Conference of Social Work.*

What is meant by "full employment" and is it just another war slogan? We know that there is already a very large body of literature on this subject and that in Great Britain, Canada and this country the phrase is used to describe an economy that provides productive jobs to all persons able and willing to work whereby they can exercise their energy and skills for the prosperity and welfare of the people in general. "Full employment" implies an optimum production of goods and services for peace-time use and an increase in the standard of living for many families. The maintenance of full employment involves national planning in respect to our fiscal, political, industrial, and agricultural policies, and on this question of national planning there are, of course, opposing schools of thought as to the degree to which government should participate. Whatever the solution may be in regard to governmental controls we learn from the *March Social Security Bulletin* that in January 1944 during a period which may be characterized as one of "full employment" \$5,300,000 was paid in unemployment benefits, and that this sum represented the largest monthly amount paid out since July 1943, and the greatest relative increase over the previous month since January 1942. It is clearly inconceivable that we can anticipate that every able-bodied worker will be at all times employed even if the economy of full employment is maintained after the war. Prevention of unemployment and measures designed to deal with the total question are infinitely complicated and I make no pretense to cover this question here. But I believe we will agree with our British friends when they say that "unemployment is a disease of modern society which must be eradicated" and that we will support sound measures to achieve that end.

### A Nation Worthy of Heroes.

*Max Lerner, Editorial Staff, P. M.*

I have tried to talk to you mainly in terms of my own conviction about a decent America and an orderly world, but I have also tried to talk to you in terms of what I think the returning soldiers and sailors and airmen deep down within their hearts really want. Not very many of them are politically literate, not very many of them are articulate and yet there is also in their minds a residue, the residue that has been left by the years of suffering and bitterness, the residue that has been left by the proof we have given more recently of what we can do within our national structure and within the international order. And if I know anything of what these young men want, I would say they want three things. They want, first, an America in which the machines are not idle, in which their own skills are not left unused, an America which is great enough to use the techniques at its disposal for creating full production and full employment.

Secondly, they want a world without war. They want a world in which, having willed the end of war, we will the means also, even though those means include international force, a world in which this will have been made the last war.

And third, they want somehow a sense of belonging, of

belonging to something bigger than themselves, a sense which fulfills the inklings they have begun to get of that bigger sense in the army. They want the fabric of their belief in something bigger than themselves to be continued. They want an America and a world in which they can thrust down their roots, in which they can feel wanted and used, for which they can have a fighting faith.

### Relief and Rehabilitation In War-Torn Countries.

*Fred K. Hoehler, Director of Division on Displaced Persons, UNRRA, Washington, D. C.*

It is evident to many that international cooperation can best be achieved on a functional basis where the purpose is clear and the goal definite. UNRRA may well be a forerunner of other United Nations program based on specific jobs which can only be accomplished cooperatively by nations with a common purpose. These efforts will increase confidence among governments and improve their capacity to work together in even more difficult fields.

UNRRA, an international organization developed to assist liberated nations to help themselves, requires the complete support of every individual who loves peace and looks forward to an era of understanding among nations. The nations with large populations and resources have a very practical interest in the success of UNRRA because their own future and their very standard of living are dependent upon the survival of the nations to be liberated.

The moral obligation to make UNRRA a success is obvious, for it must be clear to everyone that there can be no prosperity, no stability, no peace in a world which is torn by misery, starvation and disease.

Finally, it is clearer to us now than it was in 1918 that our health and welfare services are inextricably bound up with the kind of political and economic order which lies ahead and this means that they have become of greater significance to our democratic way of life than were the older charities and philanthropies. We know that the period of history which comprises the great depression and the second world war cannot be ignored and the clock turned back. The mobilization of some eleven millions of our young men and women in the armed forces, the migration of millions of families, the employment of millions of men and women in our war industries, the increase in the national income to astronomical estimates, the war casualties, the sick and the wounded—these things are happening and they cannot be treated by our political leaders as though they had not happened. Nor can we safely make use of psychological warfare and in doing so raise the hopes of deprived persons in this country through war slogans without serious consequences if fear and frustration are to govern our national policy when the peace comes.

We cannot either as individuals or as a group shape in its entirety that peace for which we long. We can, however, contribute our small share to the shaping of that peace. This conference has always emphasized the importance of the conservation of human life—not its destruction. This conference will continue to do just this for we know that when "all men's good" becomes "each man's rule" then and then only, will peace "lie like a shaft of light across the land."

## The Social Responsibility of Labor In Post War Society.

*Matthew Woll, Chairman, Labor League for Human Rights and Member, Executive Committee, National War Fund, New York City.*

The peace that is to follow the victory of the war that is raging around the world today will not in the final analysis be determined at the peace table. To the contrary, it will be decided mainly by the faith and strength and the souls of the sorely tried men and women everywhere. Victory will grow out of the conviction rising from the ashes of death and destruction that democracy is a better and a nobler way of life.

It is in this larger task that we of Labor and you of the social enterprises are mutually and deeply concerned and in which we are actively cooperating. It is true of course that Labor's interest in the task of the social worker has been somewhat belated.

This does not mean that labor has been unaware of the importance of social workers' achievements, or of the value of their contribution to the development of the entire philosophy of helping one's fellow man. It is gratifying to observe that even the man in the street now recognizes that the social worker is not the caricatured do-gooder of the reactionary press, but rather a sympathetic practitioner, in the field of applied sociology. It can never be sufficiently emphasized that it was the social worker, steadfast in his task of bringing both moral and practical encouragement to the victims of the depression, who cushioned a shock that might otherwise have been confronted with the complexities of wartime living, the role of the social worker is more valuable than ever. We can say that he is an essential war worker in the fullest sense of the term.

To find a reason for labor's belated interest in social work, we should perhaps go back to the fundamental distinction which is evident when we compare the early attitudes of social workers towards poverty, with the intentions which have at all times actuated organized labor in its fight to improve the conditions of working people.

In the long history of social alleviation, there have been two schools of thought. One school held that a little cautious assistance in time of distress helped in improving the condition of the poor. These people were called philanthropists—a rapidly disappearing species. The other school consistently worked to alter the basic social and economic conditions which made poverty widespread.

## The Social Responsibility of Labor In Post War Society.

*Irving Abramson, Chairman, National CIO War Relief Committee, Newark, N. J.*

It is true that we of CIO are interested in extending the scope of government responsibility in social welfare and health programs, because we feel that private agencies cannot do the whole job fully or adequately. But we recognize that private agencies have served society well in the past and still have their place.

Workers know workers' problems and workers' essential aspirations. You of social work are specialists in social administration. We need your vision and understanding of social techniques. We ask your help implement our instincts with your knowledge.

Summarizing and concluding:

We pledge to workers everywhere that we shall fight their fights both with and for them, in the interests of a better left and a truly democratic society. To that end, we shall continue to organize the unorganized until the job is done.

We pledge to Negroes, to Jews, to Catholics and to all the races and creeds of mankind against whom prejudice is used and discrimination and oppression practiced that the cause of freedom from intolerance shall be our cause and that we shall fight prejudice and discrimination wherever and however it appears.

To all who work for wages, and to the men who are now engaged in battle, we pledge that we shall use every resource at our command to work for social security and full employment, full production and an economy of abundance in the post war years.

To our servicemen who are offering their lives, in this bloody conflict, to the peoples of foreign lands who have been oppressed and starved and murdered by Hitler and Mussolini and Tojo, to the innocent children of the world and to those yet unborn, we pledge ourselves to work for a just and lasting peace, that mankind may live in brotherhood and security and freedom from fear forever, and that a new world may arise triumphant from the warstrewn ashes of the old.

## A Constructive Program for the Problems of Minorities.

*Edwin R. Embree, President, Julius Rosenwald Fund, Chicago, Illinois.*

The white man of the Western world is offered his last chance for equal status in world society. If he accepts equality, he can hold a self-respecting place—maybe a leading place—in the new order. And he may continue to contribute much in science, in industry, and in political maturity. But if the Western white man persists in trying to run the show, in exploiting the whole earth, in treating the hundreds of millions of his neighbors as inferiors, then the fresh might of the billion and a half non-white, non-western people may in a surging rebellion smash him into nonentity.

Negroes are loyal American citizens. But it is natural for them to identify themselves with the darker people all around the globe. And colored nations have been quick to see in our treatment of Negroes the attitudes they fear we will try to keep up in world relations. We are learning that even prejudices can no longer be kept in isolation. To fit ourselves for the new world we must practice the principles we have long professed—The Christian principle of universal brotherhood and the democratic principle of freedom and equality for all.

## The Future for Social Work.

*Leonard W. Mayo, Dean, School of Applied Social Sciences, Western Reserve University, Cleveland, Ohio.*

The genius of Social Work's being is that of bringing together diverse and differing groups in a common search and action for the common good. No other profession and no other movement has yet developed our experience nor our potential skill in this area of human relations. Thus while we may with wisdom and impunity seek temporary alliances with various groups on various issues, we cannot submerge our identity with any one group if we are to keep alive and vital the major and unique mission to which we were born—the bringing together of a wide variety of people and groups in the attainment of high goals for all of society.

In this important respect we differ from most groups in the community—namely that we seek not only to gain the long range goals of social and economic betterment but in so doing to reconcile differences, cement common interests, replace strife with understanding, and give warm and understanding leadership in lifting the whole level of community life. We must remain free to express and give full and effective play to these our unique contributions in a nation and world which desperately need them.



### The Need For Social Work Concepts and Methods In the Post-War World.

*Jane Hoey, Director, Bureau of Public Assistance, Social Security Board, Federal Security Agency, Washington, D. C.*

In the midst of total war that involves practically the whole world, there is obvious need to plan for the future in the light of the past and the present. It is our responsibility to help direct developments for the world of tomorrow for which today's conflict will be the immediate background. No one of us, no group, and no single nation will be entirely responsible for that development, but each person, each group, and every nation will have a share in it and the effectiveness of each contribution will in part depend upon the degree to which it is consciously made. Desirable and undesirable goals are frequently achieved as the inevitable result of an accumulation of influences and circumstances, but the likelihood of achieving a desired end is enhanced by purposeful direction. Goals for the post-war world represents, on a national and international basis, the goals inherent in the objectives and administration of social work. Hence, social work concepts and methods have a particular contribution to make to the post-war world.

#### Definition of Terms.

Because of the nature of the present conflict two general types of problems, which it is recognized are not mutually exclusive, will be faced in the post-war world. These problems may be considered as philosophical and practical. The philosophical problems—those that relate to an understanding of the physical, intellectual, spiritual, and social nature of man, of society, and of man's relationship to society and to social institutions—must be met with consummate skill if the ideological basis for a possible third World War is to be counteracted. A spiritual philosophy of life must replace materialistic philosophies. The solution of the practical problems—those that relate to the organizational structure of society and meeting human needs, in a way consistent with a sound philosophy, using appropriate policies and methods—will make possible the development of an environment conducive to a lasting peace. Social work can make a contribution to human welfare in both problems.

### Needed Amendments to the Social Security Act and Their Achievement.

*James E. Murray, Senator from Montana, United States Senate and Co-author of Wagner-Murray-Dingell Bill, Washington, D. C.*

Our goal is nothing less than security—and freedom from the fear of insecurity—for every individual and every family. In this sense, social security is itself only a part of a still larger whole which we call the democratic way of life. It is impossible to draw a sharp line between political freedom and economic freedom or between economic freedom and social security.

The twenty years between the two World Wars have again proven that where there is no economic freedom, political liberties are menaced. The fundamental condition of economic freedom is full employment, opportunities to work at adequate wages or earnings from self-employment for all who are able to work, and full use of all our productive resources. Of almost equal importance, however, is the provision for those who, at any time and for whatever reason, cannot work. This is the narrower but still vital goal of social security.

### Full Employment After the War

*Alvin H. Hansen, Littauer Professor of Economics, Harvard University and Special Economic Adviser to the Board of Governors, Federal Reserve System, Cambridge, Massachusetts.*

Full employment after the war, can we achieve it? No one can fail to be impressed, I think, with the magnitude of the problem. We have witnessed the prodigious output of war material and equipment with an amazingly high volume of agricultural products and of civilian goods despite the fact that 10 million of our best workers have been withdrawn into the military forces. Prior to the war, no one had even an inkling of the productive capacity of this country. The gross national product in 1943 was twice that of 1939. The increase in productivity since the high boom year of the twenties is so vast that should we permit our income to fall again to the 1929 level—the peak boom year—we should have from 18 to 20 million unemployed.

These facts indicate the magnitude of the problem. Moreover, increases in man-hour productivity are continuing at an unabated pace. Unless our income continues to rise with every increase in productivity, unemployment on a vast scale will quickly develop even though we start off at the end of the war with a full employment income. Improvements in technology continually going on spell either a rapid rise in our national income or else a continued rise in unemployment.

All of this means, of course, that we have indeed reached an age of plenty with the possibilities of continued rapid increases in our standard of living provided only that we have the wit and wisdom to put our productive resources to work. This is the great task that confronts us in the post-war period.

Relief requirements throughout Europe, it is believed, will be largely met in, say, 18 months. The pent-up demand for automobiles will be very great, but the capacity of the automobile industry is sufficient to supply every family in the U. S. with a new car in, say, three or four years. The high post-war demand for industrial equipment and machinery is likely to ease off after two or three years. Thus, after two, three, or four years, the deferred demand boom is, I think, likely to end in a slump unless we do something about it.

I can find only one answer to prevent this slump and that is to push up construction, public and private, to a volume of 15 to 18 billion dollars a year.

To offset the inevitable post-war slump we need to prepare a compensatory public investment program. We should have federal, state, and local public improvement and development projects planned clear through to the blue-print stage. We should be ready to throw them in when needed. The experiences of the 1929 depression teach us the lesson that once the decline has started it feeds on itself, each decline inducing a further decline.

A program of public investment can provide not only a stabilizing balance wheel to our economy; it can also open and enlarge private investment opportunities, revitalize private enterprise, and give us in the generation ahead an expanding economy with rising levels of income and employment.

No modern society can endure for long the strains and stresses of deflation, depression, and unemployment. In the seventies and nineties we tolerated serious depression because we were then largely a rural society. But highly urbanized and highly industrialized societies are extremely vulnerable to depression and unemployment. We can no longer take a laissez faire attitude. No government in the future can again permit our national income to fall to one-half in three short years as it did from 1929 to 1932. We shall, in fact, I am convinced, use fiscal policy. The only question is shall we use it haphazardly and, therefore, with quite unsatisfactory results, or shall we use a compensatory and developmental fiscal program in a rational and planned way. This is the question.



## A Health Program For the Nation.

Michael M. Davis, Chairman, Committee on Research in Medical Economics, N. Y. C.

A National Health Program as I see it should rest upon ten principles:

1. Medical service should be comprehensive. The powers of medicine to prevent, to control and to cure disease should be made available to all the people. A program which is limited to hospitalized cases or to particularly expensive illnesses does not meet the methods of the people and does not measure up to the traditions and standards of the medical profession. Moreover, it is not economical to insure against the costs of expensive illnesses without providing also for preventive measures and for diagnosis and treatment of illness in its early stages. Such measures would reduce disease and promote working efficiency. From the standpoint of the medical profession, a program limited to "catastrophic illness" or to hospitalized patients helps to pay the specialists but does not aid the general practitioner who is the center of medical service.

2. A National Health Program should be financed by spreading costs over the population through contributory insurance supplemented by taxation. The funds needed are for the most part already available. The large majority of American families are now spending about 3% of their incomes for physicians' services and hospitalization. This amount is supplemented by considerable sums from general taxation from local, state and federal governments, amounting in pre-war years to about \$600,000,000 annually. If present expenditures for medical care were organized and regularized they would be enough to provide care for all with only minor supplementation.

3. A National Health Program should provide for better geographical distribution of needed medical facilities. It must aid in construction and improving hospitals and laboratories which are necessary to competent medical service and with which many parts of our country are insufficiently supplied.

Better distribution of hospital facilities is essential if physicians are to be attracted and retained in the rural areas of the country and if rural physicians are to be able to practice modern medicine.

4. A National Health Program should encourage group medical practice with hospitals as professional service centers. The present evolution of American hospitals in this direction should be protected and assisted.

5. & 6. The administration of a National Health Program should rest upon the principles that policies should be determined through the participation of those who receive and of those who furnish services, and that physicians be responsible for strictly medical activities.

7. A National Health Program should incorporate and ensure the basic freedoms of the people and of the professions. Patients must have the right to choose physicians, hospitals and other medical resources, their right of choice including the right of group choice when the individual so desires. Physicians must be free to come into or to stay out of the health program and to choose the type of practice, individual or group, which they desire.

8. The Program must assure adequate payment of physicians, hospitals and other agents of service according to methods which promote both quality and economy.

9. The Program should be a national system. A national system is necessary to assure equalization of medical service opportunities for the people and the profession throughout all sections of the country. Economy will be promoted by a national collection of funds unified with the collection of funds for other branches of social security.

10. The Program must rest upon the local administration of services under national standards. In each locality the public, the physicians and the hospitals must assume certain responsibilities for the distribution of medical

care under general standards which give room for voluntary as well as for governmental action, and for adaptation to local needs and conditions.

Now the need is that we should get together. By "we" I mean organized labor, some farm organizations, liberal physicians, social workers and other Americans who agree on the desirability of a broad national program of social security in general and of health services in particular. These people must agree on what they want. They must remember that nobody can get all he wants. There will be endless differences over the sources of funds, the methods of administration, the respective places of federal, state, regional and local agencies, the functions of voluntary agencies, the methods of paying doctors and hospitals, and so on and so on. We may fight over these differences. We must remember however that nobody will enjoy that fight as much as our opponents who don't want national health insurance or extensions of social security at all. Let us therefore exercise our muscles of diplomacy among our friends and keep our muscles of offense ready for the other fellows. At this moment we are at the crisis of a world struggle. It is a time to emphasize unity rather than differences among Americans. Yet it is also a time when we must plan for the future, in this case for the immediate future, with vigor and courage. And we must put these plans into action.

## United Nations Relief and Rehabilitation Administration

Mary Craig McGeachy, Director, Welfare Division, United Nations Relief and Rehabilitation Administration, Washington, D. C.

The Inter-Allied Committee set up no body to deal with questions of social welfare; and so the Welfare Division of UNRRA, when it came to face its task, found that it had in comparison with other Divisions a long handicap to overcome. We have maps of the sheep population and the pig population of Europe; there exists no map of the orphan population. We can plot the areas where tuberculosis is rampant, where malaria is endemic, where typhus lies in wait for civilian, soldier, and relief worker alike. But we cannot make a list of the social institutions that have been destroyed—the schools taken over by the armies of occupation, the convents and orphanages razed to the ground, the homes for the aged from which the inhabitants have been driven, the public institutions perverted by being handed over to "quislings," the voluntary societies that have been outlawed and the families that have been deliberately dispersed.

The enemy has not meant to destroy material things in Europe. There are factories within his power and orchards, gardens, and farms under his control which today produce more than they did five years ago. This does not mean that they produce for the population that tills the soil or labors in the mill. Their produce is carried off to feed the German war machine, just as transport and other essential public services are turned round to supply the occupying power. The German policy of occupation is total exploitation—manufacturing capacity, agricultural production, transport, and labor are all drawn away from their natural function in the economy of the district to which they belong and forced into the German supply pattern. But this does not mean to say that the German intention has been to destroy these material resources.

What the enemy has been out to destroy is something less tangible but very real in human society—human relationships.

This is the core, the inner meaning, as I see it, of every decree the Germans have enacted since 1940. The point of attack was not a line of fortification, not some solidly planted national institution, but that intangible that lies at the heart of every community—human relationships. Hitler knew enough of the character of human society to realize that the only way he could hope really to possess himself of a people—German or any other—was to de-

stroy friendliness, trust, and the ability to cooperate between individuals and groups of people. This he deliberately set out to do, first in his own country by suggestion and persuasion and then in the Occupied Countries by decree and force.

Actually, the enemy has failed. He has not failed to possess himself of the material resources of Europe, of its machinery and even of its human labor. But no one knows better than he how clearly he has failed to prevent people from helping each other, how he has failed to destroy the idea of a community and of cooperative action even though few of the outward signs or the machinery of that cooperation may exist.

Although the enemy has signally failed to create social chaos in the countries he has occupied, it would not be safe to set out to help the authorities plan for the recovery of the liberated countries without keeping in mind the enemy's intention. There may be many evidences of small local successes of his design and only by keeping clearly in mind what he has tried to do shall we be able to assist the liberated people finally to defeat him.

He hoped to leave peoples divided against themselves, families scattered, individuals confused and disoriented and hopeless, without the support which family and community life alone can give; children and young people orphaned, lost, homeless, and depraved by an experience of demoralization imposed upon them; communities unable to act in cooperation; churches without the power of leadership, and men and women without faith or hope.

As for evidence of the enemy's failure to destroy human relationships in the Occupied Countries, we have this in abundance. We know that people work together; that groups of people who never found a common ground for action before now cooperate at the risk of their lives in order to pick up, print, or disseminate news, to keep alive underground fighters and assist Allied airmen back to Britain; we know that thousands of homes have been enlarged to take in children whose parents have been taken away into forced labor or shot as hostages; we know that mutual assistance of a voluntary nature has sprung up everywhere under the enemy's yoke and that a watch is kept for the well-being of neighbors and acquaintances without the aid of card indexes and files. We know that everywhere the reality of human relationships has been enhanced and the sense of responsibility of individuals one for another and for the community has been deepened. Hitler has failed.

The people of the Occupied Countries have not been passive during the occupation. Resistance, however hidden, has been active, and has required on the part of every individual responsible participation. Resistance has meant more than sabotaging factories and destroying the enemy's means of transport. It has a positive aspect. Women who have taken homeless children into their own households, who have kept alive courage and faith in their communities; teachers, doctors, nurses, social workers, who, working even under enemy control, have managed to keep human contact in their service; boys and girls who have carried supplies and messages to and from underground headquarters—all these have developed the habit of active participation in the concerns of their community. The pattern of post-war relief services must give scope in the period of liberation for the habit of responsible participation acquired in resistance. It is UNRRA's task to assist the authorities of the liberated countries in their desire to plan relief and welfare services with this guiding idea in mind.

### International Migration: Displaced People.

*Mary E. Hurlbutt, New York School of Social Work, New York City.*

We should set the goal firmly that at no time shall people be lost sight of, their feelings, their family attachments, their capacities and plans. These are the sources of recovery. This goal appears less illusionary as we real-

ize that the help refugees need from people of good will is not limited to what can be done by those who are sent overseas. The needed work must be done throughout the civilized world, and understanding for incoming foreigners can be fostered, in every community to which refugees will go, or where their relatives are found. Social work like government and science and industry has been learning the interlinkage of services needed in a world community. Just as a global net work of energies and plans has created the engines of war . . . so we can each participate in building the net work required to heal and restore human society.

### Is Labor Interested in the Theory of Social Work or Does It Want to Know How Its Members May Use Existing Services?

*Abraham Bluestein, Executive Director, Labor League for Human Rights, American Federation of Labor, New York City.*

As a consumer, or beneficiary of the services rendered by social agencies, I do want to know and derive comfort from the fact that there is a theory and perhaps a science behind social work, that its standards are high, and that your requirements on the part of all agencies and all social workers, are strict. If this assurance cannot be given without qualification, I would at least wish to be assured that the public has an opportunity to participate in the administration and the planning, and that the responsibility for such errors as are made rests not upon a limited group of professional social workers, but upon the representatives of the whole community.

As consumers, moreover, we have the right to ask another thing of you. Despite your best efforts it is apparent to all of you and to us who have begun to become acquainted with the social services, that for one good reason or another, there has thus far been an inability to make the public aware of what facilities and services are available.

We know that in most well organized communities there are services available to meet all kinds of emergencies. We don't know where they are or how to secure them when the emergencies arise.

And one more interesting observation: We know that we benefit by services, that our associates and fellow members benefit by services; and yet until recently very few of us ever realized that the services which we were using were part of the general resources available to all residents of the community. Nor did we know that they were part of a Chest; and we did not associate the Chest, which sought funds annually to help finance these services, with the services we were using during the year. And so, all too frequently, we benefit by services without realizing how they fit into the general community pattern, and without ever learning what the community, as a whole, provides in the way of services and protection to all of its residents.

We all realize that despite the marvellous present-day development of means of information, we can never hope to reach all people at the same time, or through the same channels. But we of Labor believe that we do offer to the social agencies important channels through the trade union movement to reach great numbers of working people, who directly and through their associations, their families, and their friends, will be reaching others to get across more effectively than in the past the story of community services.

If there is any group in this country that should be engaged in what I may call social engineering, it is the social work group. As the group concerned with community planning and community programs, I believe it should assume a greater responsibility for evaluating trends and posing problems, including potential problems. I appreciate that this responsibility is not coupled with the authority or the power to solve the problems; but it is not thereby diminished. The industrial engineer does



not have power to influence the trends which he perceives or to solve the problems he defines. It is his function to indicate the trends, to define the problems, and to recommend action.

Likewise in the field of social work the existence of vitally important trends and problems is a challenge to the social workers to provide all interested groups in their communities with a fundamental analysis and with constructive suggestions based on that analysis. If they accept this challenge I believe they will find that those who do have power to make decisions—leaders of all community groups, including management and labor—will cooperate wholeheartedly with them in working out the necessary solutions to fundamental community problems. If, on the other hand, they are content merely to scratch the surface and to cope only with the minor manifestations of major social problems, they will have failed to meet the challenge and will eventually earn the indifference and possibly even the disrespect of those groups whose assistance they are seeking.

### Participation of Organized Labor In Social Planning

*Robert H. MacRae, Managing Director, Council of Social Agencies of Metropolitan Detroit, Detroit, Michigan.*

A new, dynamic and occasionally explosive factor has been introduced into the field of social planning as community chests and councils have begun to work closely with the labor movement. The relationship which developed initially as a result of a desire to raise funds for war relief has expanded until it possesses far reaching possibilities for the future of social work. Further development of this relationship is a problem which is currently consuming much time of representatives of both social work and organized labor.

Historically, organized labor has been more or less tacitly excluded from participation in planning for social work. It has had little or no place in the governing bodies of chests and councils and has accordingly been deprived of a voice in policy making and administration. This historic relationship is understandable enough, for in its origin private social work was largely a matter of effective small humanitarian groups of wealthy and influential persons. It is understandable also in terms of labor's attitudes, for some of the more vocal radically inclined labor segments held to the view that social work was aimed at patching up a rotting social order, and that approval of efforts at amelioration constituted betrayal of the revolutionary labor movement. Labor tended to view private social work as paternalistic charity, while organized social work tended to view unions as parasites on the body politic. Fortunately alterations have occurred in both conceptions and cooperative effort for the achievement of common goals is hereby made possible.

The United States, judged by world standards, has gone far in the direction of political democracy. The rise of labor unions indicates the emergence of the need for greater economic democracy, and, assuming that such distinct areas exist, participation by organized labor in social planning carries the implication of a further extension of social democracy. The essence of democracy is equalitarian participation and participation in social planning will aid in breaking down some of the isolationism which heretofore has afflicted social work. There is obvious need, then, to disseminate knowledge of social agency services, and to enlist the strength of labor organization for program planning.

The participation of organized labor in the social planning process is a wholesome development for social work. There are enormous constructive possibilities in its future development. For labor also it offers opportunities for broader acceptance as a part of united community efforts. Labor has not been unaware of the public relations values of its participation in these efforts. While the timid over-

tures thus far made have happy auguries of the future, much remains to be done before the tentative courtship develops into a lasting marriage. Such a happy event is dependent upon patience, forbearance, and imaginative leadership. There must be on the part of that leadership adaptability, courage, and a readiness to experiment. Changes in the economic structure of society make the broadening of the base of giving essential to the future of private social work; and a democratization of the planning process is socially desirable if we are to build a sound movement based upon the needs and aspirations of people.

### Governmental Responsibilities for Child Welfare in 1944. As Seen by a Federal Agency.

*Katharine F. Lenroot, Chief, Children's Bureau, U. S. Department of Labor, Washington, D. C.*

In this, the third year of our Nation's participation in the War, we are feeling the full force of the titanic conflict. Our major strategy is well defined. We are bringing to bear upon the attack all our resources; exploring the problems of conversion from war to peace after victory shall have been won; and tentatively, at least, formulating certain major policies for the post-war period.

Two years ago, the Children's Bureau Commission on Children in Wartime in its first session adopted a Children's Charter in Wartime; two months ago, at its third annual meeting, the Commission adopted a statement of "Goals for Children and Youth in the Transition from War to Peace". The change of emphasis is indicative of the distance we have travelled and our present position.

Some of the conclusions we have reached, or to which we have given new emphasis, may be stated as follows:

1. Even in our land, so far removed from the scene of action, the impact of war affects all children, in every part of the country, though falling with greatest weight upon certain families and certain communities.

2. This universally felt impact of war requires universal availability of services, which can be achieved only through Governmental action.

3. Problems of children in wartime for the most part differ only in degree and extent, and not in kind, from peacetime problems and require extension and strengthening of prewar services or development of new services in relation to existing programs.

4. Governmental responsibilities can be discharged only through shared responsibility and cooperative action on the part of Federal, State, and local agencies.

5. The needs of children and the services required to meet those needs cannot be approached through separate and unrelated functional activities, but only through a joint approach on the part of departments and agencies concerned with health, education, recreation, public assistance, other forms of social service, and employment, with activities directed especially toward conserving and strengthening family life.

6. Participation in planning and cooperation in action on the part of citizens' groups, employers, organized labor, professional associations, and privately financed social agencies are necessary.

7. Special effort is required to assure children in minority groups equality of access to services and opportunities designed to reach all children.

8. The emergence of the concept of the right to service, whether in the fields of health and medical care, public assistance, education, or social welfare, requires planning in terms of organization, finance, and personnel, geared to total need. Such planning has not yet been developed in most fields of child welfare work.

Although a substantial number of children are receiving care in centers receiving Lanham Act funds, and some



communities have developed well-rounded programs of service, it cannot be said that on the whole satisfactory answers to the problems of employed mothers and their children have been found. This field is one of the most difficult in the whole range of child welfare, for to a degree the problems encountered by the mother who tries to be both wage-earner and homemaker are insoluble, unless a responsible relative or housekeeper is available.

One of the most serious problems connected with the war communities is the resistance of the settled communities within or adjacent to which the new population lives, to the presence of the newcomers and their participation in community life. It is likely that the problems of relocation and readjustment in the post-war period will be even more serious than during the war.

### Equality of Opportunity.

*Lester B. Granger, Executive Secretary, National Urban League, New York, N. Y.*

Every American who is worthy of the title "citizen" has carried a deep sense of shame and a feeling of almost personal responsibility for what happened last year in New York City, Los Angeles, Beaumont (Texas), Mobile (Alabama), and Detroit (Michigan). Those bloody and costly riots were warnings of how far this nation still has to go in order to develop the single-minded purpose and the well-disciplined unity that are needed to win this war. It is possible mathematically to calculate the loss of man-hours of labor, war-materials, and residential and business properties caused by those riots. It will never be possible, however, to calculate the even severer loss of confidence by American citizens in their government and loss of trust and cooperation between white and Negro Americans who should be working and planning together, whole-heartedly, for victory.

But tragic as these losses are, out of our 1943 interracial experience has come one important result—a more sober realization by the average American that our national "race problem" is not simply an interesting sociological condition to be discussed by social workers and theoreticians. Mr. and Mrs. Average American are coming gradually to understand that racial prejudice and factual conflict are far more than annoying evidences of our ethnological diversity and political immaturity.

More and more of our population's rank and file are looking past the reports from overseas battlefields and are pondering seriously over the real causes and hoped-for results of this war. And they are beginning to realize that America can achieve and hold world leadership in the fight against fascism only by demonstrating her capacity for building social, political, and economic democracy here at home. Thus, this meeting is only one small example of the widespread national determination that the war years shall be used to lay the foundation for an enduring domestic peace. It is an example, moreover, of a growing realization that domestic peace is impossible unless racial conflict is eliminated from our community life and inter-racial cooperation substituted instead.

### Organizing the Community For Inter-Racial Cooperation.

*Harold A. Lett, Executive Secretary, New Jersey Urban League, Newark, N. J.*

The task of achieving interracial cooperation, of itself, holds no great mystery. It is the old, old problem of Human Relations to which has been added the sharper spice which skin color provides as an increased stimulus. White pepper in one's soup will provide plenty of heat, but the same amount of black pepper would be unbearable to the average palate because of the added visual stimulus. The Negro's "High Visibility" as it appears to the white community, symbolizes the many superstitions associated

with pigmentation by American society and makes the problem appear in such magnitude that rationality often is excluded.

Any approach to the challenge of securing interracial cooperation and unity, must of necessity require a period of rigid self-analysis on the part of the organizing persons and agencies. Such examination would disclose at the outset, that need for community effort of this nature has been made apparent by the obvious conflicts, animosities, suspicions and fears which are inherent in a bi-racial society such as we have created. These negative factors have been made possible by the peculiar type of insularity of which both groups are victim. Physical separation has worked material harm upon the segregated group by denial of free access to the privileges of American citizenship. This, in turn, has created psychological segregation fixing certain social habits upon the Negro and white alike, which in a time of national crisis accentuates the disunity that increasingly is jeopardizing our democratic institution.

### Recognize the Obstacles.

The widely-recognized need for interracial activity in the American community of today, is, of course, an admission that it seldom obtains in a natural or spontaneous fashion. Public opinion has been shaped in the passive mold which discourages the act of breaking the taboo. This passivity in turn has created the illusion that all or a majority of whites are not receptive to the idea of interracial association. I say it is an illusion because I am convinced that the majority of American citizens want to live up to their reputation as democratic, freedom-loving people. There is too much spontaneity, charity and neighborliness in the average American for meanness and smallness to find lodging there, too. But we must admit that he is fearful—fearful of breaking a taboo, of losing face, of being the object of criticism and ridicule. The prevailing pattern of bi-racialism, created and perpetuated by the active, articulate and well-intrenched exploiters of Negroes in our country, is holding the average citizen enthralled until such time as wide-spread interracial activity will give him freedom to permit the following of his inner promptings. The number and the quality of leaders—of pace setters—are the important determinants to the cultural growth of the nation in this respect, as in others.

Thus, in every effort to achieve interracial cooperation, we see those persons who are hesitant, even though their sympathies are with the effort. The fear of being exposed to ridicule, of having social reprisals visited upon them are the important deterrents. Then, there are those whose sympathies are great, but whose knowledge of the problem and of the task to be undertaken is little. Their misapprehensions reduce them to a state of tearful impotency in which they are overwhelmed by the imaginary immensity and insolubility of the problem they would wish to attack. The caliber of leadership which the social work field possesses, in most instances can provide the assurance these fearful people require, that their prestige need not suffer. This same leadership is in a position to marshal sufficient scientific and historical fact that will present the problem in its true light to the misinformed of open mind and ready sympathy.

I am convinced that more harm than good has been done by the traditional "interracial committee" which characterized our society a decade or more ago, when writers first "discovered Harlem." Hundreds of dilettanti, intellectuals, and a few earnest people, assembled periodically to recite Dunbar and Cullen poetry, sing Spirituals, and drink tea. Subjects of social or economic significance were taboo; they were too controversial. There was neither purpose nor goal, and it was impossible for anyone to penetrate the veneer of frigid formality and aloofness which inhibited most members of the group. People do not become acquainted in such an atmosphere; rather, they are inclined to become further confused by the

strangeness which artificiality has imposed upon each. Purposefulness presents an objective. Interest in the objective induces people to lose themselves and their self-consciousness in the common task.

### Case Work With Dependents of Servicemen.

*Clara B. Bryant, Training Supervisor, American Red Cross, Southeastern Pennsylvania Chapter, Home Service Department, Philadelphia, Pennsylvania.*

This is war. We cannot stop the war. We can want it to end until we ache with the wanting, but peace will come only when that day has arrived. These people, these dependents of servicemen, like all of us, can change only what lies within their own human powers to change. But within their human powers are strengths which these clients of ours may want only too desperately to use. Whether such use be small or great, it is important to the person who is seeking it—and his request for help is significant for its own sake. The important factor will be whether that help which he is really seeking lies within the power of the case worker to give as she carries out the particular agency service. If we are to respect the dignity of the individual it seems inescapable that we also respect his right to seek help with what feels important to him.

### Getting People and Services Together.

*Merrill Krughoff, Associate, Health and Welfare Planning Department, Community Chests and Councils, New York City.*

This attitude of aggressiveness in getting social services to the people who need them reflects no loss of social work's finer charitable motivations. This change from a giving of alms represents rather a rationalization of charity. It is based upon acceptance of three principles: (1) individual need has social implications, (2) it is the many who need social services, (3) it is the many who support these services.

To reserve our prophylactic and healing skills only for those who come begging and beseeching would negate our philosophy and defeat our objective. It is our philosophy that the welfare of any person affects the welfare of all. We know that social problems which cause individual suffering also eat away the strands of our social fabric. It is our objective to eradicate social ills of dependency, behavior and adjustment, disease, and cultural starvation. This we know can be done only by locating, diagnosing, and treating them at their inception, or better still by preventive measures.

Nor is it the few whom we serve. With all the obstacles placed in the way, even now it is the many who use the various social services provided in a typical urban community. A recent study has shown that 73 percent of all families in Syracuse received service from one or more organized community welfare agencies during the year 1942, a year of high employment and low economic need. This count did not include beneficiaries of the social insurance programs, private hospital patients, or those who used public park and recreation facilities. Had it been possible to include these the count would no doubt have approached one hundred percent.

### Prospects For Youth In Competing For Jobs.

*Ewan Clague, Director, Bureau of Employment Security, Social Security Board, Washington, D. C.*

It is the young people who are doing the fighting and facing the fire in this war against fascism, and society owes it to these youngsters to help them find the opportunities to make the post-war world match their dream of what they are fighting for. If we do not, we shall indeed have won the war and lost the peace. Any nation that neglects its youth is on its way to destruction.

### Migration.

*Pierre Waelbroeck, Assistant Director International Labor Office, Montreal, Canada.*

What is true of internal migration is equally true of international migration. In a contracting world economy the pressure of over-population in the emigration countries tends to create disorderly movements against which the other countries protect themselves by raising barriers against immigration—aggravating, thereby, the conditions in the over-populated countries. In an expanding world economy, the industrial development of the emigration countries can relieve the pressure of over-population in these countries, or new regions of the world may be developed where natural resources are more abundant or can be more economically exploited, providing outlets to the surplus population of the less favoured countries. If in the post-war world international action is undertaken in the spirit of the Atlantic Charter with a view to the wide expansion of economic prosperity through the exploitation of natural resources, the carrying out of development works, or the industrialization of undeveloped regions, the changing distribution of world economic activity will make a resumption of migration not only possible, but necessary.

### Rehabilitation of Men Discharged as Disabled From Military Service.

*Eleanor Cockerill, Associate Professor of Social Case Work, School of Applied Social Sciences, University of Pittsburgh, Pittsburgh, Pennsylvania.*

Social casework agencies in the community, through the services they offer, have a real opportunity to prepare families for the important part they will have to play in the returning serviceman's adjustment. It is essential that this preparation permeate our services to soldiers' families while they are away as well as when their return is imminent. When the man is actually back in the family group, social casework services must be directed toward the day-by-day problems of living together which present themselves.

Rehabilitation must be focused upon the whole person, not as an isolated individual but as a member of society. Unless the discharged man is able to adjust to the ways of civilian life and to establish happy and satisfying family relationships, physical restoration, vocational training and placement on the job will fail to achieve their purpose.

### The Impact of the War on Child Labor.

*Forrest H. Shuford, Commissioner of Labor of the State of North Carolina, Raleigh, North Carolina.*

Outside of the physical casualties we are incurring through these war years, we are allowing millions of our youth to drop out of school with little more than a grammar school education. Under the exigencies of the moment employers welcome these untrained youth with open arms. But what will be the story after the war? When labor is more plentiful most employers will require a high school education as a pre-requisite for employment in all but the most menial tasks. As a result, these millions of today's misguided children will find themselves adults of tomorrow who are unwanted in the complexities of modern industrial employment. Few of these children will ever return to the school room.

### The Church and Democracy at Home.

*The Reverend J. R. Mutchmor, Executive Secretary, Board of Evangelism and Social Service, United Church of Canada, Toronto, Canada.*

The Churches must assert that instead of the political philosophy of the country being determined by selfish and competitive interests alone, that it must rather be fash-



ioned to meet the needs of thousands and millions of average people in America whose place is with their brothers across the world in a great common effort. This common effort is the movement forward from the right to vote, to the right to work and to live. The Churches must declare that right relations among men in all parts of the democratic system is the paramount issue for to-day and to-morrow. Only by taking a strong vigorous stand on the economic and social democracy fronts, as well as on its political front, can the Churches do their share to maintain government of the people, for the people, and by the people of this great nation.

### Our Young Workers Today and Tomorrow.

*Eduard C. Lindeman, Professor of Social Philosophy, New York School of Social Work, New York City.*

Child labor legislation has become increasingly complex and inclusive. Forty years ago it did not go beyond the mere prohibition of work by very young children. Today it has extended its scope so that now a well-written child labor law contains regulations for the protection of young people up to 18 years. Legislation of a restraining type is rapidly being augmented by the extension and improvement of public education and recreation for children and by the education of adults, especially parents, with a view of inculcating in them a new conception of the role of children in modern society. Gradually we have come to see that these three approaches are in reality one. The person or agency dedicated to the task of securing restraining legislation incurs thereby, in proportion as success is achieved, a new responsibility. When a child is forbidden by law to work for hire, a vacuum is created, namely the unused time at the child's disposal. Those who have created this vacuum should now assume some responsibility for filling it with activities which are designed to promote the child's growth and development.

I am not implying that child labor legislation has reached a condition of equilibrium upon which we may supinely rely. Today eternal watchfulness has once again become necessary if under the guise of war-time necessity there is not to be a permanent retrogression from our hard-won standards. As the number of employed children has sky-rocketed, pressure has arisen in many industries to relax or suspend existing child labor and school attendance provisions for the duration. State legislatures have begun to nibble at the child labor laws — a lowering of the night work restrictions in one State, concessions to employers of pin boys, telegraph or telephone or elevator operators in others. In 1943, when forty-four state legislatures met, there was an avalanche of such bills and even more may be anticipated in 1945. Some of the proposals represented an intelligent effort to meet manpower shortages, with due regard to the needs of young people; many were unwise moves to break down safeguards for industries in no way connected with War production. In some states broad powers were granted to the governors or other agencies, which enable them to permit children to work under any conditions they may see fit. To date more than three-fourths of the States have considered modifications of their child labor laws and in twenty-seven States actual changes have been made, or authority granted to modify existing laws. Such legislation has ranged all the way from a lengthening of the eight hour day and 48 hour week, to a lowering of the minimum age for hazardous occupations and to a rearrangement or shortening of the school term. Some local communities are complacent; others are up in arms.

Unless we begin now to strengthen and to reaffirm our child labor laws, unless we work together to make them more consistent, logical and nation-wide as soon as the actual hostilities shall have ended, there is great danger that a recurrence of the pre-war over-supply of adult labor will again bring about the optimistic fallacy that child labor no longer exists. We must work swiftly to regain lost ground, if we are once more to begin the long

march toward our ultimate goal, which is to free American children from the threat of exploitation and hence to make them more fit for full participation in Democratic life.

### Modification of Standards in Foster Home Care Due to War Time Conditions

*Dorothy Hutchinson, Faculty, New York School of Social Work, New York City.*

The child care worker today can derive much comfort from getting her goals clear, from deliberately knowing what she can do and what she can not do, from choosing what are the most important things on which to concentrate. Of course, there is such a thing as having so many pressures coming from all directions at once that it becomes impossible for the most adequate worker to do a job. She dissipates herself because her function has never been defined or restricted to what is reasonable and economical for one human being to carry.

War conditions throw into the clear light of day the fact that we do not have enough services for children. The question as to which child shall be denied care is an impossible one especially when the alternative is no care. The question is not an "either-or" one that can be answered alone by the children's field. As long as children come in families this field is irrevocably locked in the arms of other fields and the question thus becomes the property and the responsibility of the whole field of social work. Especially does child care go hand in hand with family care for service to children is no better or no worse than that given to their parents. The quality and spirit of one field affects the quality and spirit of the other and the more complete coverage of service to all children is assured as both fields nourish and reinforce family life in all its forms. Both fields, too, are concerned with the pathologies of parenthood, with illness that cannot be changed and with death which cannot be revoked — in other words, both fields witness the breakdown of parental life and see in the making the sources from which come all children needing care. Furthermore, both fields know when their own services are inadequate to meet the necessity. To me, therefore, the great responsibility is to make known the truth, namely that everyday certain children will continue to fall by the wayside until more and better services are forthcoming in their behalf — in other words there remains the responsibility for telling and selling to the community what we know to be the truth about children in need.

### Selected Problems in Post War Planning.

*Harry O. Page, Commissioner, Department of Health and Welfare, Augusta, Maine.*

What are the objectives of our postwar welfare planning? What do we really want for all people? To answer these questions requires that we review all of the plans and try to see clearly the planning pattern common to each. One cannot study the state plans for long without sensing the urgency with which our planners, huddled over their respective drafting boards, have been working. One early gets the feeling that never before had so many skilled designers from so many crafts gathered voluntarily to draw plans for the most complex and troublesome blueprint the American people have ever demanded. It is obvious from detailed examination that the workers have faced many uncertainties but it is equally obvious that although the master blueprint has not yet been developed, these designers are using techniques learned in varied professions to plan a machine which will be used by a construction gang and not by a wrecking crew. If you look closely, you can see that some of the original drawings have been completely altered and on some of the drafting boards but few lines have been traced. To get a better perspective stand back a bit, look steadily at all the plans and you will see one characteristic basic to



the whole. It is that this incomplete postwar planning machine is designed to protect people from the hazards of old age, from mental and physical illness, and from economic insecurity, and is designed to safeguard youth from crippling deprivations. But more than that. Not only do the plans of the state and local departments of public welfare propose protection against these social ills, but from Maine to Washington, from Minnesota to Alabama, these plans propose that the individual shall have the opportunity to live a more abundant life—that he shall be able to live productively and purposefully, with usefulness and in security. With an eye on the future and a firm determination to realistically improve the present, the departments, through their postwar plans, demonstrate their alertness to the common goals of full employment, rehabilitation and retraining and at the same time show an awareness of the need for the social services of prevention as well as treatment if human resources are to be conserved and cultivated.

### Selected Problems In Social and Vocational Planning.

*Michael Shortly, Director, Office of Vocational Rehabilitation, Federal Security Agency, Washington, D. C.*

The philosophy underlying vocational rehabilitation is based upon the premise that the democratic way of life demands equal opportunity for all citizens; and requires with this privilege the contribution of each citizen in proportion to his capacity. The States provide vocational rehabilitation—with Federal aid—because it is in line with American ideas of justice and good business to help the disabled to help themselves.

Most disabled persons can work efficiently if prepared for jobs compatible with their physical condition, aptitudes and abilities. A man with a leg amputation can do anything at a bench or desk that an able-bodied man of equal skill can do. A man with an arm amputation may still be a competent salesman, draftsman, or lawyer—to mention but a few occupations open to him. The deaf person is handicapped only in communication and not in the skilled use of mind and hands. Tuberculosis ex-patients and persons with heart defects are limited only in performing heavy manual labor and not in the duties of lighter skilled vocations. The blind compensate their loss of vision by quickened perception, power of concentration and manual dexterity. In fact, nearly every disabled person has far more vocational assets than are lost through his impairments, and it is only needed to develop his remaining skills and capacities, through physical restoration and vocational training, to the point of economic usefulness.

Frequently, the very fact of impairment acts as a spur to accomplishment when the individual realizes that he may compensate for the defect and gain success in a feasible type of activity.

### An Experiment In Abolishing the Settlement Laws.

*Glen Leet, Director, Department of Social Welfare, Providence, R. I.*

Some states may say it is all very well to eliminate settlement laws during the war period, but it will not be practical when the war is over. They may ask what will the situation be when the torpedo station closes, when the shipyards have contracts cancelled, and when war industry no longer needs machine tools? The states which raise these questions would be in a better position to indicate their sincerity if they had at least suspended their settlement laws for the duration. We may be wrong, but we think it is just as practical to do without settlement laws in the post-war period as at the present time. Many of our workers from other states have left their families behind them; many will want to return to live

with their families. However, if they go it will be because they want to go and not because we pushed them out. Industry, labor, and various other groups in this State are working on post-war problems. These plans are not based upon the theory that we are not going to need productive manpower. We believe that our State has a great future, and that in this future we will want working men and working women to produce an increasing volume of goods and services that we hope to enjoy in the post-war world.

At a time when we are beginning to realize that this is "one world" we should also realize that this free United States is also "one nation." In a free nation there is no place for state or local trade barriers, state or local settlement laws, or similar restrictions which tend to Balkanize our nation. In a free nation no person, rich or poor, should be "bound to the soil" by settlement laws as though he were a serf in the dark ages. We find it difficult to understand how any person can, with sincerity, be concerned with free enterprise and economic freedom, and still support settlement laws. Had some of the present day settlement restrictions been enforced in the past, the Pilgrims would never have been allowed to land on Plymouth Rock, the Indians would have returned Roger Williams to Salem, Philadelphia would have returned Benjamin Franklin to Boston, Abraham Lincoln never would have been allowed to enter Illinois, and the West would still be the domain of the Indian and the buffalo.

### Particular Problems In Teen-Age Hangouts.

*Hazel Osborn, Metropolitan Program Correlator, Detroit YWCA, Detroit.*

Since we have been concerned with Hang-outs and with the "unaccustomed youngsters" who come to them, we have grown much more aware of our past assumptions and the barriers which they set up around us. Because of these barriers, we were not able (or willing) to help a great many youngsters to feel comfortable in our buildings or programs. The things there were to do, or the way in which the youngsters were supposed to conduct themselves were too far away from the kinds of things to which they were accustomed. We expected them to come all the way. The climate of our programs called for too abrupt an adjustment on the part of teen-agers who were not used to middle class manners and values. Perhaps, one of the things we are trying to do in Hang-outs is to create a climate which is not too taxing, as well as one which is mid-way between possible indifference or neglect in the youngster's home and the improvement he is eager to avoid. It is less necessary for a youngster to lead a double life in this kind of a setting than in one where there is more insistence on his being different or "better" than he is.

Another function of Hang-outs might be said to consist of letting youngsters alone. Sometime ago, and in a very different connection, Bertha Reynolds said that the difficulty of helping people to grow could be measured in part by considering how hard it was to let them alone. We know from Miss Reynolds and many others that before people can grow, they have to feel free to do so. Another way of saying this might be that youngsters need something more than being let alone, but that they need this first. They can't grow or improve themselves until they have our support and many of them do not get much support from other sources. Perhaps our prohibition-mindedness has made it too easy for us to assume that teen-agers have frequented beer parlors just because of the beer. Perhaps they took the beer along with the cozyness and friendliness, a general acceptance that friendliness is not necessarily friction-less, the anonymity, the chance to imitate adult behavior, to be free from restrictions and so on. All of these possibilities are important for us to consider. It may be that in an easy, friendly atmosphere of this kind that youngsters feel that they are "being themselves," that for better or for worse, they are the architects of their own little destinies.

Thus, the over-all purpose of Hang-outs may be the establishment of an environment where the emphasis on growth does not mean improvement in the direction of becoming more like us—or more like what we wish that we were. Whether or not this statement of purpose is too vague to be valid may be another of our problems. Until we are more clear as to our definition, we may not focus our services as helpfully as we should. Also, the possibility of helping youth to stake out a little area of freedom in the midst of community pressures for simultaneous improvement on all fronts remains questionable.

### Case Work Implications in the Care of the Aged.

*Esther R. Elder, Director, Pasadena Welfare Bureau, Pasadena, California.*

The imaginations of social workers have been fired by the challenge presented in the needs of children and families. Care of the aged has seemed a tedious chore, necessary but uninteresting. Recently, medicine has begun to forge ahead in its study of geriatrics and social work is finding a prolific field for constructive work in releasing the vast untapped sources for contribution to our society in the wisdom and strength of our senior citizens. Some conception of the extent of the problem can be gained by studying our census figures. In 1930, the population contained 6,633,805 individuals aged 65 or over. In 1940 there were 9,019,314, a rise of 2,385,509. With our increased life span and the age disproportion which the war is temporarily bringing about, this area will become increasingly important.

The case worker in a public agency serving recipients of Old Age Assistance is in a position of leadership in the community. She has an opportunity to study the aged and their relation to community life and to help them capitalize on the wisdom and serenity they have lived so many years to accumulate. She also should stimulate such resources as may be required to meet their needs.

The responsibility for social action and interpretation does not rest solely with administration. The case worker is the agency in a much more far reaching way than she usually realizes. She makes an average of at least 1,000 calls within the year. In each one she interprets the whole program of social security, for good or ill. To many whom she interviews, she is the sole contact with "government." The professional manner in which she conducts these interviews and answers questions is of major importance and her opportunities for interpreting the needs of her clients are unlimited. Upon accepting a position in an agency, a worker does not cease to be a participant in the life of her community, but adds to her civic responsibility the one of agency representation.

### Community Organization for Health and Welfare.

*Lyman S. Ford, Director, Health and Welfare Planning Department, Community Chests and Councils, New York City.*

Community organization is one of the easiest things to talk about and one of the hardest things to do something about. It is a subtle concept. Therefore, the war found us with many communities where little more than lip-service had been given the idea as it applied to health and welfare. In some of these places there may have been joint financing projects, social service exchanges or other "common services." There may have been a social worker's club or even a council of social agencies on paper. But there had never been enough "steam in the boiler," to carry on anything worthy of the term community planning. I am confident that the total impact of the war—the psychology, the civilian defense movement and several other factors—has provided formal community organization in many of these places with what it needs to become an effective and continuing movement.

The most recent development which undoubtedly will have some effect on the amount of interest and participa-

tion in health and welfare planning is the activity in connection with postwar planning. I have discovered that the term "postwar planning" can mean almost anything or almost nothing. There has been a great deal of loose talk and loose thinking about the subject. However, many communities are establishing devices for consideration of the tremendous social and economic problems which will face them after the war and in some places, at least, it is recognized that problems of providing health and welfare services need to have equal consideration along with problems of employment, industrial conversion, housing, land use, etc.

Out of this development we may find in many urban communities overall committees which will attempt to look at all aspects of community life and act as a clearance body for the more specific planning which will go on in such organizations as Chambers of Commerce, Manufacturer's Associations, City Planning Commissions, and Councils of Social Agencies. In smaller cities and rural areas—particularly those communities of less than 25,000 population—the future is less certain. They have been stirred by the same influences as larger places, but patterns for future auspices, scope, structure and procedures for continuing health and welfare planning have yet to be developed. Community councils, broad in constituency and broad in scope, which will handle health and welfare matters along with all others, may be the answer, but some big obstacles, such as means of providing community organization staff services will have to be overcome.

The net effect of this war on community organization for health and welfare is not only great, but it shows every evidence of being quite positive and constructive. There will be losses as well as gains and by no means will the progress which is made be uniform or universal. But right here is where we, as community organization workers—paid and unpaid—come in. We, as well as events and circumstances, will have a lot to do with what happens. Our vision, our skill, our energy, our flexibility, our realism and our ability to make daily decisions in the light of our long term objectives will be major factors in determining the specific effect of the war on the state of community organization development in our respective cities.

### A Planned Program For Services In Departments of Public Welfare.

*Louis Towley, Assistant Chief, County Services Unit, Minnesota Department of Public Welfare, St. Paul, Minnesota.*

Just what is this security that we talk glibly about? It is the fundamental want, and often we want it more for ourselves than for others, forgetting that we can never attain it unless all others have it too.

Security is twofold. It is tangible things like food, clothing, shelter, medical care. But it is also intangible things like social acceptance; a chance to work creatively at socially valuable tasks; it is leisure made satisfying by contract to hours of work; it is hope for children and grandchildren; it is some sense of one's value to other people. It is everything that goes to make up psychological security. And psychological security cannot be bought; it can only be made by the attitude of one's self and other people.

### Migration.

*Robert K. Lamb, Legislative Representative, United Steel Workers of America, Washington, D. C.*

In and of itself, most migration is healthy. We could never have waged this war without it. Even the cities and towns these migrants left behind are not in a state of collapse so long as the war goes on, and the Federal spending keeps up. But already there are cutbacks, and after Germany collapses these cutbacks will increase in numbers by leaps and bounds, and somewhere between 35 and 50 percent of the war production program will shut down.



Then begins a race between reason and unreason, between order and disorder. Already the believers in the magic of "the dead hand," of "leave-everything-alone-and-we-shall-have-the-best-of-all-possible-world" are riding high. They point to the vast backlog of private savings we are piling up. They neglect to tell us that individual breadwinners, including the top executives, in 1943, only managed to save in war bonds about \$250 apiece during that year, and that many of the lower income groups were cashing about half of all they bought because they needed the money. For instance, the average steelworker (by a careful study our union made with the aid of the Bureau of Labor Statistics) was going into debt 79 cents per week throughout 1943, and taking that money out of savings to meet unexpected troubles such as sudden doctor's bills.

### **The Development of Constructive Relationships Through Field Service In Public Welfare Agencies.**

*Paul Benner, Director of Public Assistance, State Department of Social Welfare, Topeka, Kansas.*

The development of constructive federal-state relationships should present no difficulty for us since the principles used in such development are a fundamental and necessary part of our equipment as social workers.

In our relationship with the federal agency we are dealing with people, not an abstract concept or an institution. In fact, we are dealing with people of our own profession. It is not unreasonable to assume that our interests, our concern, our objectives and our approaches are the same in regard to the development of a growing, comprehensive, dynamic public assistance program which will have real meaning and purpose to those it is designed to serve. If we have understanding, respect for and confidence in the other fellow and his point of view; if we have developed patience and tolerance; if we are willing to share mutual experiences of common interest; if we are capable of intelligent cooperative endeavor on an honest and professional plane, many of the so-called problems regarding federal-state relationships will disappear.

Frankly, in my opinion the development of constructive federal-state relationships is simple and elementary. We need only to practice what we preach.

### **The Development of Constructive Relationships Through Field Service In Public Welfare Agencies.**

*Edith Foster, Regional Representative, Bureau of Public Assistance, Social Security Board, Minneapolis, Minnesota.*

Constructive field relations in all public welfare activities have their roots in a common purpose. The essentials of partnership are inherent in the vast and important welfare undertakings shared by the States and the Federal Government. The operating partner is the State with its constituent subdivisions where the service and assistance are administered. The Federal agency now plays the role of the assisting partner for the purpose of administering the Federal share of the funds and of making the programs effective on a Nation-wide scale. It must be remembered that the Federal agency is manned with people from the States and that these individuals do not take on some strange attributes which make them "Federal" in the sense of having other purposes to serve when they move to Washington.

### **Recent Changes in Adoption Practice.**

*Lucie K. Browning, Supervisor, Department of Foster Home Care, Children's Aid Society and Society for the Prevention of Cruelty to Children, Buffalo, New York.*

Of course, we are new at these early placements but our confidence in them grows. We believe there is as much

enduring and constructive value to the adoptive parents as to the child in instituting as early as possible the child-parent relationship. We believe that full parenthood makes its strongest growth around the completely helpless, utterly dependent infant; that the ego of the adult reaches new heights and satisfactions as it enfolds the tiny organism uninfluenced by environment, theirs to love and protect and guide. We believe it is best for the child, that it reduces the hazards and effects of anxiety. We believe the early placements can be made by carefully coordinated case work with less risks than are involved in delayed placements that breed anxiety in child, adoptive parents and case workers.

### **The Law and Services to Children.**

*Hal H. Griswold, Chairman, Ohio Children's Code Commission and Attorney-at-Law, Cleveland, Ohio.*

The law can be a powerful instrument for social progress. The law can be, also, a strait-jacket in which no real organic growth of society can occur.

There is a tendency to which I fear the social worker has yielded, to want to make legislation a cure-all for all social ills. To judge wisely what can be done and what cannot be done by the process of legislation, it is necessary to recognize that society is in fact an organism, and when we begin to tinker with one of the special organs of that organism, we need to consider what the effect will be, not only upon the organs on which we are operating but upon all the other specialized organs which may be indirectly involved. We must understand the basic nature of the forces we are dealing with.

### **Case Work In Unions.**

*Constance Kyle, Director, Personal Service Department, National Maritime Union of America, New York City.*

There are good and ample reasons why large numbers of social workers have expressed an interest in social work in the trade unions. It is not that the field is a large one as yet, nor is it that those of us working in this field have found all the answers. The attracting force in this new field of social work lies rather in the recognition of its significance. For many years now the best thinking in social work has been far more democratic in its concepts and approach to the individual than the agency framework within which they function if gauged by the somewhat one-sided composition of boards of directors and sources of funds. The importance of the individual, his desires, initiative and the need to maintain his own integrity have been accepted as basic. However, the recipients of social work have had a negligible voice in the shaping of policy or practice and the community reaction to social work has suffered thereby. It is a decade now since Bertha Reynold's article "Between Client and Community" formed a landmark in our turning toward closer scrutiny of this problem. What then happens? What are the dynamics? What is the practice when social case work begins to operate in a setting which springs from and is responsible to a democratic organization of the people? This is the key question to which social work in a trade union may provide one of the answers. Our society, all of its social institutions and all of its productive institutions, is undergoing the severe test of a great war for the survival and enrichment of our democratic way of life. Forms of social organization, like plane or tank models, are judged by their usefulness in this national emergency. All resources are used and forms modified and adapted to meet needs which cannot be postponed until tomorrow, next year or the remote future. The modifications in turn enrich the old forms from which they sprang and help to carry the whole forward as an integral part of the moving and changing social situation.

There are two characteristics which form the roots of social case work in a trade union and determine its direction: the fact that it is adapted to the nature and problems of a given industry and the fact that it operates under the democratic controls of group life organized and determined by those who use the service.

# CONFERENCE ORGANIZATION

## 1944-1945

Election Results at the meeting in Cleveland, Ohio and the Conference organization for 1944-45 are given herewith.

### President

ELLEN C. POTTER, M.D.  
Trenton, New Jersey

### First Vice President

LINTON B. SWIFT  
New York City

### Second Vice President

LEA D. TAYLOR  
Chicago, Illinois

### Third Vice President

ANITA J. FAATZ  
Baltimore, Maryland

### Treasurer

ARCH MANDEL  
New York City

### General Secretary

HOWARD R. KNIGHT  
Columbus, Ohio

### EXECUTIVE COMMITTEE

**Ex-Officio:**—Ellen C. Potter, M.D., President; Linton B. Swift, First Vice-President; Lea D. Taylor, Second Vice-President; Anita J. Faatz, Third Vice-President; Elizabeth Wisner, Past President; Arch Mandel, Treasurer.

**Term expires 1945:**—Charles J. Birt, Minneapolis, Minnesota; Loula Dunn, Montgomery, Alabama; Martha M. Eliot, M.D., Washington, D. C.; Ruth Fitzsimons, Olympia, Washington; Lester B. Granger, New York City; Kenneth L. M. Pray, Philadelphia, Pennsylvania; George L. Warren, Washington, D. C.

**Term expires 1946:**—Mildred Arnold, Washington, D. C.; Harry M. Carey, Boston, Massachusetts; Lucy P. Carner, Chicago, Illinois; Elizabeth Cosgrove, Washington, D. C.; Ralph G. Hurlin, New York City; Leonard W. Mayo, Cleveland, Ohio; Frances Taussig, New York City.

**Term expires 1947:**—Maude T. Barrett, Baton Rouge, Louisiana; Harry M. Cassidy, Berkeley, California; Rudolph T. Danstedt, Pittsburgh, Pennsylvania; Mary B. Holsinger, Albany, New York; Helen R. Jeter, Bethesda, Maryland; Lillian J. Johnson, Seattle, Washington; Elizabeth S. Magee, Cleveland, Ohio.

### PROGRAM COMMITTEE

#### Ex-Officio

Ellen C. Potter, M.D., Trenton, New Jersey, Chairman.  
Elizabeth Wisner, New Orleans, Louisiana.  
Howard R. Knight, Columbus, Ohio.

#### Term Expires 1945

Clara A. Kaiser, New York City.  
Kenneth W. Miller, Indianapolis, Indiana.

#### Term Expires 1946

Myron Falk, Baton Rouge, Louisiana.  
Helaine Todd, Washington, D. C.

#### Term Expires 1947

Leah Feder, Pittsburgh, Pennsylvania.  
K. L. Messenger, Rochester, New York.

#### Section Chairmen

Section I—Social Case Work  
Marian M. Wyman, Boston, Massachusetts.  
Section II—Social Group Work  
Chester Bower, Houston, Texas.  
Section III—Community Organization  
Louise A. Root, Milwaukee, Wisconsin.  
Section IV—Social Action  
Donald S. Howard, New York City.  
Section V—Public Welfare Administration  
William Haber, Washington, D. C.

### COMMITTEE ON NOMINATIONS

Chairman: Edgar M. Gerlach, Lewisburg Penitentiary, Lewisburg, Pennsylvania.

#### Committee Members

##### Term Expires 1945

Florence R. Day, Smith College School for Social Work, Northampton, Massachusetts.  
Edgar M. Gerlach, Lewisburg Penitentiary, Lewisburg, Pennsylvania.  
Frank Hertel, Family Welfare Association, Minneapolis, Minnesota.  
Lt. Louis E. Hosch, Chicago, Illinois.  
Ruth E. Lewis, Department of Social Work, Washington University, St. Louis, Missouri.  
Margaret Steel Moss, Dauphin County Board of Assistance, Harrisburg, Pennsylvania.

##### Term Expires 1946

Ralph Bennett, Family and Children's Bureau, Columbus, Ohio.  
Samuel Gerson, Jewish Federation and Jewish Welfare Fund of St. Louis, St. Louis, Missouri.  
Frank Z. Glick, Graduate School of Social Work, University of Nebraska, Lincoln, Nebraska.  
Anna E. King, Fordham University School of Social Service, New York City.  
Robert F. Nelson, Family Welfare Society, Indianapolis, Indiana.  
Ruth Smalley, School of Applied Social Sciences, University of Pittsburgh, Pittsburgh, Pennsylvania.  
Anna D. Ward, Council of Social Agencies, Baltimore, Maryland.



**Term Expires 1947**

- Rollo Barnes, Division of Aid and Relief, State Department of Public Welfare, Boston, Massachusetts.  
 Fern L. Chamberlain, State Department of Social Security, Pierre, South Dakota.  
 The Reverend John J. Donovan, Division of Families, Catholic Charities, New York City.  
 Genevieve Gabower, Social Service Division, Children's Bureau, U. S. Department of Labor, Washington, D. C.  
 Beth Muller, Children's Bureau, U. S. Department of Labor, Chicago, Illinois.  
 Edith Dumont Smith, Family Welfare Association, Omaha, Nebraska.  
 Emil M. Sunley, Department of Social Work, West Virginia University, Morgantown, West Virginia.

**COMMITTEE ON RESOLUTIONS**

- Major Chester R. Brown, Salvation Army, New York City, Chairman.  
 Violet Greenhill, Division of Child Welfare, State Department of Public Welfare, Austin, Texas.  
 Mrs. William Jacquette, Board of Directors, Family Service of Western Delaware County, Media, Pennsylvania.

**COMMITTEE ON TIME AND PLACE**

- Chairman: Herbert L. Willett, Jr., Community Chest of Washington, D. C., Washington, D. C.

**Committee Members****Term Expires 1945**

- Vilona P. Cutler, Y.W.C.A., Oklahoma City, Oklahoma.  
 Agnes S. Donaldson, Graduate School of Social Work, University of Nebraska, Lincoln, Nebraska.  
 Lynn D. Mowat, Los Angeles Community Welfare Federation, Los Angeles, California.  
 Randel Shake, Indianapolis, Indiana.  
 Jean Sinnock, Department of Social Work, University of Denver, Denver, Colorado.  
 Herbert L. Willett, Jr., Community Chest of Washington, D. C., Washington, D. C.

**Term Expires 1946**

- William H. Bartlett, Federal Security Agency, San Antonio, Texas.  
 Grace A. Browning, School of Applied Social Sciences, University of Pittsburgh, Pittsburgh, Pennsylvania.  
 Norman B. Finch, Toledo, Ohio.  
 Albert H. Jewell, Council of Social Agencies, Kansas City, Missouri.  
 Oscar W. Kuolt, Council of Social Agencies, Rochester, New York.  
 Claire McCarthy, Community Recreation Association, Richmond, Virginia.  
 Mary B. Stotsenburg, Community Chest and War Fund, Louisville, Kentucky.

**Term Expires 1947**

- Lucia J. Bing, Division of Social Administration, Ohio Department of Public Welfare, Columbus, Ohio.  
 Marie Duffin, Social Protection Division, Federal Security Agency, New York City.  
 Marcel Kovarsky, National Conference of Jewish Social Welfare, New York City.  
 Ralph J. Reed, Portland Community Chest, Portland, Oregon.  
 Harold F. Strong, Children's Village, Dobbs Ferry, New York.  
 Louis Towley, County Services Unit, Minnesota Division of Social Welfare, St. Paul, Minnesota.  
 Creed Ward, Institute of Family Service, Cleveland, Ohio.

**SECTION I—SOCIAL CASE WORK**

Chairman: Marian M. Wyman, Family Society of Boston, Boston, Massachusetts.

Vice-Chairman: Edith Grubb Ross, State Department of Public Welfare, Baton Rouge, Louisiana.

**Committee Members****Term Expires 1945**

- Aleta Brownlee, U. S. Children's Bureau, San Francisco, California.  
 Ruth Gartland, School of Applied Social Sciences, University of Pittsburgh, Pittsburgh, Pennsylvania.  
 Gordon Hamilton, New York School of Social Work, New York City.  
 Florence Hollis, Family Welfare Association of America, New York City.  
 Ella Weinfurther Reed, American Public Welfare Association, Chicago, Illinois.

**Term Expires 1946**

- Amy W. Greene, Johns Hopkins Hospital, Baltimore, Maryland.  
 Inabel Burns Lindsay, Graduate Division of Social Work, Howard University, Washington, D. C.  
 Lena Parrott, Department of Health and Welfare, Augusta, Maine.  
 Ethel Verry, Chicago Orphan Asylum, Chicago, Illinois.  
 Henry L. Zucker, Welfare Federation of Cleveland, Cleveland, Ohio.

**Term Expires 1947**

- Rae Carp, Jewish Family Service Association, Cleveland, Ohio.  
 Lucile L. Chamberlin, Home Service Department, D. C. Chapter, American Red Cross, Washington, D. C.  
 Richard Chappell, Federal Probation System, Washington, D. C.  
 Nelle Lane Gardner, Children's Service Association, Milwaukee, Wisconsin.  
 Ann P. Halliday, King County Welfare Department, Seattle, Washington.  
 Lucile Ahnawake Hastings, Office of Indian Affairs, Department of Interior, Denver, Colorado.

**SECTION II—SOCIAL GROUP WORK**

Chairman: Chester Bower, Council of Social Agencies, Houston, Texas.

Vice-Chairman: Emily West, Elliot Park Neighborhood House, Minneapolis, Minnesota.

**Committee Members****Term Expires 1945**

- Ray Johns, United Service Organizations, New York City.  
 Alma Elizabeth Johnston, Y.W.C.A., Richmond, Virginia.  
 Clara A. Kaiser, New York School of Social Work, New York City.  
 Helen Rowe, Children's Bureau, U. S. Department of Labor, Washington, D. C.  
 Dorothea Spellman, School of Applied Social Sciences, University of Pittsburgh, Pittsburgh, Pennsylvania.

**Term Expires 1946**

- William H. Bartlett, Federal Security Agency, San Antonio, Texas.  
 Laura M. McKeen, Neighborhood House, Santa Barbara, California.  
 Helen U. Phillips, Pennsylvania School of Social Work, Philadelphia, Pennsylvania.  
 Mrs. Paul Rittenhouse, Girl Scouts, New York City.  
 Douglas E. H. Williams, Dunbar Community Association, Ann Arbor, Michigan.

**Term Expires 1947**

Elizabeth Baker, Children's Bureau, State Department of Public Welfare, Richmond, Virginia.  
 Louise Parrott Cochran, USO Division, National Board, Y.W.C.A., New York City.  
 Leah K. Dickinson, War Relocation Center, Topaz, Utah.  
 Fritz Redl, Wayne University, Detroit, Michigan.  
 Walter L. Stone, Council of Community Agencies, Nashville, Tennessee.

**SECTION III—COMMUNITY ORGANIZATION**

Chairman: Louise A. Root, Milwaukee County Community Fund and Council of Social Agencies, Milwaukee, Wisconsin.

Vice-Chairman: Clarence King, American Council of Voluntary Agencies for Foreign Service, New York City.

**Committee Members****Term Expires 1945**

James T. Brunot, Committee on Community Organization, Office of Defense Health and Welfare Services, Federal Security Agency, Washington, D. C.  
 Ruth FitzSimons, State Department of Social Security, Olympia, Washington.  
 Lester B. Granger, National Urban League, New York City.  
 Philip E. Ryan, Insular and Foreign Operations, American Red Cross, Washington, D. C.

**Term Expires 1946**

Linn Brandenburg, Community Fund of Chicago, Chicago, Illinois.  
 Louis W. Horne, Community Chest and Council of Social Agencies, Lincoln, Nebraska.  
 Virginia Howlett, Travelers Aid Society, Philadelphia, Pennsylvania.  
 Louise A. Root, Milwaukee County Community Fund and Council of Social Agencies, Milwaukee, Wisconsin.  
 T. Lester Swander, Community Chest of San Antonio, San Antonio, Texas.

**Term Expires 1947**

Whitcomb H. Allen, Federal Security Agency, Community War Services, San Antonio, Texas.  
 Lorne W. Bell, Y.M.C.A., Honolulu, Hawaii.  
 Mrs. W. T. Bost, State Board of Charities and Public Welfare, Raleigh, North Carolina.  
 Eva Hance, Social Planning Council, Community Chest, San Francisco, California.  
 Mrs. R. A. Thorndike, Maine State Conference of Social Welfare, Bar Harbor, Maine.

**SECTION IV—SOCIAL ACTION**

Chairman: Donald S. Howard, Charity Organization Department, Russell Sage Foundation, New York City.

Vice-Chairman: Evelyn Hersey, Immigration and Naturalization Service, Department of Justice, Philadelphia, Pennsylvania.

**Committee Members****Term Expires 1945**

Ewan Clague, Bureau of Employment Security, Social Security Board, Washington, D. C.  
 Myron Falk, Baton Rouge Community War Chest and Council of Social Agencies, Baton Rouge, Louisiana.  
 Elizabeth S. Magee, National Consumers League, Cleveland, Ohio.  
 Josephine Roche, Rocky Mountain Fuel Company, Denver, Colorado.  
 J. Raymond Walsh, Department of Education and Research, Congress of Industrial Organizations, Washington, D. C.

**Term Expires 1946**

Donald S. Howard, Charity Organization Department, Russell Sage Foundation, New York City.  
 Major Alvin R. Guyler, Army Air Forces, Washington, D. C.  
 Edward M. Kahn, Atlanta Federation for Jewish Social Service, Atlanta, Georgia.  
 Robert H. MacRae, Council of Social Agencies, Detroit, Michigan.  
 George D. Nickel, Director of Social Relations, Personal Finance Company, Los Angeles, California.

**Term Expires 1947**

Helen A. Brown, Department of Sociology, Indiana University, Bloomington, Indiana.  
 Eveline M. Burns, National Planning Association, Washington, D. C.  
 Edward S. Lewis, New York Urban League, New York City.  
 Alton A. Linford, Simmons College School of Social Work, Boston, Massachusetts.  
 Bertha C. Reynolds, United Seamen Service, New York City.

**SECTION V—PUBLIC WELFARE ADMINISTRATION**

Chairman: William Haber, War Manpower Commission, Washington, D. C.

Vice-Chairman: Phoebe Bannister, Bureau of Public Assistance, Social Security Board, Region 12, San Francisco, California.

**Committee Members****Term Expires 1945**

Robert E. Bondy, Services to the Armed Forces, American Red Cross, Washington, D. C.  
 William W. Burke, Washington University, St. Louis, Missouri.  
 E. R. Goudy, Portland, Oregon.  
 Martha E. Phillips, Public Assistance Division, Social Security Board, Chicago, Illinois.  
 Louis Towley, County Services Unit, Minnesota Division of Social Welfare, St. Paul, Minnesota.

**Term Expires 1946**

Amy B. Edwards, Old Age Pension Board, Department of the Provincial Secretary, Vancouver, B. C.  
 John F. Hall, Washington Children's Home Society, Seattle, Washington.  
 A. E. Howell, Massachusetts Department of Public Welfare, Boston, Massachusetts.  
 J. Milton Patterson, State Department of Public Welfare, Baltimore, Maryland.  
 James Hoge Ricks, Juvenile and Domestic Relations Court, Richmond, Virginia.

**Term Expires 1947**

Isabel M. Devine, Maryhurst College School of Social Work, Portland, Oregon.  
 Selene Gifford, War Relocation Authority, Alexandria, Virginia.  
 May O. Hankins, Children's Bureau, State Department of Public Welfare, Richmond, Virginia.  
 Maria P. Rahn, Department of Social Work, University of Puerto Rico, Rio Piedras, Puerto Rico.  
 Nadia Thomas, State Social Security Commission, Kansas City, Missouri.



## Nominations for Election, 1945

**T**HE report of the Committee on Nominations for election in 1945 as presented at Cleveland, Ohio is as follows: (Acceptances of the nomination have not all been received.)

**For President:** Kenneth L. M. Pray, Director, Pennsylvania School of Social Work, Philadelphia, Pennsylvania.

**For First Vice-President:** Arlien Johnson, Dean, Graduate School of Social Work, University of Southern California, Los Angeles, California.

**For Second Vice-President:** Paul T. Beisser, Secretary and General Manager, Children's Aid Society, St. Louis Provident Association, St. Louis, Missouri.

**For Third Vice-President:** Sanford Bates, Commissioner, State Executive Department, Board of Parole, New York City.

**T**HE following members of the National Conference of Social Work were nominated for the **Executive Committee**, term to expire in 1948. (Seven to be elected.)

Elsa Castendyck, Director, Child Guidance Division, Children's Bureau, U. S. Department of Labor, Washington, D. C.

Stanley P. Davies, Executive Director, Community Service Society of New York, New York City.

Mrs. Edwin Eells, Executive Director, Sunset Camp Service League, Chicago, Illinois.

Marjory Elkus, Executive Director, Columbia Foundation, San Francisco, California.

E. Marguerite Gane, Executive Secretary, Children's Aid Society and Society for the Prevention of Cruelty to Children, Buffalo, New York.

Ruth Gartland, Professor of Social Case Work, School of Applied Social Sciences, University of Pittsburgh, Pittsburgh, Pennsylvania.

Helen W. Hanchette, General Secretary, Cleveland Associated Charities, Cleveland, Ohio.

A. A. Heckman, General Secretary, Family Service of St. Paul, St. Paul, Minnesota.

Robert P. Lane, Executive Director, Welfare Council of New York City, New York City.

Frederick Moran, Executive Director, Division of Parole, Albany, New York.

Ralph Ormsby, Regional Field Secretary, North Atlantic Region, Family Welfare Association of America, Albany, New York.

George Rabinoff, Associate Executive Director, Jewish Charities, Chicago, Illinois.

Wilma Walker, Instructor, School of Social Service Administration, University of Chicago, Chicago, Illinois.

Walter W. Whitson, Superintendent, Family Service Bureau, Houston, Texas.

**T**HE following members of the Conference were nominated for the **Committee on Nominations**, term to expire in 1948. (Seven to be elected.)

Harriet M. Bartlett, Educational Director, Social Service Department, Massachusetts General Hospital, Cambridge, Massachusetts.

Bernice Bish, Executive Secretary, Family Service Association, Grand Rapids, Michigan.

The Reverend John J. Donovan, Director, Division of Families, Catholic Charities, New York City.

Marie Duffin, Social Protection Division, Federal Security Agency, New York City.

Beatrice P. Hodge, Director, Social Service Department, Touro Infirmary, New Orleans, Louisiana.

Edward Lewis, Executive Secretary, New York Urban League, New York City.

Bleecker Marquette, Executive Secretary, Public Health Federation, Cincinnati, Ohio.

K. L. Messenger, Director, Hillside Children's Center, Rochester, New York.

C. C. Ridge, Executive Secretary, Community Fund, Grand Rapids, Michigan.

Bernard Roloff, Director of Public Information, Community Fund, Pittsburgh, Pennsylvania.

John Slawson, Executive Secretary, Jewish Board of Guardians, New York City.

Florence L. Sullivan, Child Welfare Consultant, Kansas City, Missouri.

Ralph Wales, Pacific Coast Representative, National Probation Association, San Francisco, California.

Nellie Woodward, Executive Director, Family Service Agency, San Francisco, California.

**T**HE following Conference members have been nominated for:

### SECTION I—SOCIAL CASE WORK

**For Chairman:** Esther E. Twente, Assistant Professor, Department of Sociology, University of Kansas, Lawrence, Kansas.

**For Vice-Chairman:** Lucia Clow, Associate Secretary, Family Welfare Association, Milwaukee, Wisconsin.

**For Committee Members** (Five to be elected.)

**Term expires 1948)**

Margaret Barbee, Executive Director, New York Child's Foster Home Service, New York City.

Goldy Basch, Pennsylvania School of Social Work, Philadelphia, Pennsylvania.

Eileen Blackey, San Juan, Puerto Rico.

Florence Mason, Assistant Director, Catholic Charities Bureau, Cleveland, Ohio.

Mazie Rappaport, Director, Social Service Department, Mt. Sinai Hospital, Baltimore, Maryland.

Elizabeth Ross, American Association of Psychiatric Social Workers, New York City.

Jerome Samson, Social Planning Council, St. Louis, Missouri.

Audrey Sayman, Tulane School of Social Work, New Orleans, Louisiana.

Bernice Scroggie, Supervisor, Division for Children, State Department of Social Security, Olympia, Washington.

Marjorie J. Smith, University of British Columbia, Vancouver, B. C.

## SECTION II—SOCIAL GROUP WORK

**For Chairman:** Gertrude Wilson, Associate Professor, School of Applied Social Sciences, University of Pittsburgh, Pittsburgh, Pennsylvania.

**For Vice-Chairman:** Walter Kindelsperger, Tulane School of Social Work, New Orleans, Louisiana.

**For Committee Members** (Five to be elected).

**Term expires 1948)**

Saul Bernstein, Instructor, New York School of Social Work, New York City.

Vilona Cutler, General Secretary, Y.W.C.A., Oklahoma City, Oklahoma.

Wladislava S. Frost, Office of Civilian Defense, Washington, D. C.

W. T. McCullough, Research Secretary, Welfare Federation of Cleveland, Cleveland, Ohio.

John C. Neubauer, Managing Director, San Francisco Boys' Club, San Francisco, California.

George Piezer, Executive Secretary, Jewish Center, Milwaukee, Wisconsin.

Elizabeth Thomas, Denver, Colorado.

John Thornberry, Executive Director, Boys' Club, Kansas City, Missouri.

Annie Clo Watson, International Institute, San Francisco, California.

Edith Y. Yeomans, Assistant Director, Union Settlement, Hartford, Connecticut.

## SECTION III—COMMUNITY ORGANIZATION

**For Chairman:** John B. Dawson, Secretary, Community Fund of Philadelphia, Philadelphia, Pennsylvania.

**For Vice-Chairman:** Lyman Ford, Secretary, Health and Welfare Planning Department, Community Chests and Councils, New York City.

**For Committee Members** (Five to be elected).

**Term expires 1948)**

Richard Bachman, Executive Secretary, Council of Social Agencies, Columbus, Ohio.

Helen Beckley, Secretary, Health Council, San Francisco, California.

Charlotte Creighton, Assistant Secretary, Council of Social Agencies, Rochester, New York.

Mary Denman, Public Charities Association of Pennsylvania, Philadelphia, Pennsylvania.

Thomas Devine, Assistant Director in Charge of Civilian War Services, U. S. Office of Civilian Defense, Washington, D. C.

Leila Johnson, School of Social Work, University of South Carolina, Columbia, South Carolina.

R. Maurice Moss, Executive Secretary, Urban League, Pittsburgh, Pennsylvania.

LeRoy A. Ramsdell, Executive Secretary, Community Chest and Council of Social Agencies, Hartford, Connecticut.

Ralph Reed, Executive Secretary, Community Chest, Portland, Oregon.

Ralph Smith, Senior Case Worker, Family Service of St. Paul, St. Paul, Minnesota.

## SECTION IV—SOCIAL ACTION

**For Chairman:** Arthur E. Fink, Associate Director, Social Protection Division, Federal Security Agency, Washington, D. C.

**For Vice-Chairman:** Harold Jensen, State Board of Charities and Public Welfare, Durham, North Carolina.

**For Committee Members** (Five to be elected).

**Term expires 1948)**

Annetta Dieckman, Industrial Secretary, Y.W.C.A., Chicago, Illinois.

Lucille Hart, Legal Consultant, Catholic Charities, New York City.

Audrey Hayden, Executive Secretary, Illinois Society for the Prevention of Blindness, Chicago, Illinois.

Thomasine Hendricks, Children's Bureau, U. S. Department of Labor, Washington, D. C.

Louise Odencrantz, Executive Director, Social Work Vocational Bureau, New York City.

Ethel Polk, Area Director, CIO War Relief Committee, Indiana-Kentucky Area, Indianapolis, Indiana.

Masao Satow, Program Staff, National Council, Y.M.C.A.'s, Milwaukee, Wisconsin.

Gustav L. Schramm, Judge, Allegheny County Juvenile Court, Pittsburgh, Pennsylvania.

Ben M. Selekman, Executive Director, Associated Jewish Philanthropies, Boston, Massachusetts.

Arthur L. Swift, Board Member, Union Settlement, New York City.

Helen L. Witmer, Supervisor of Research, Smith College School for Social Work, Northampton, Massachusetts.

## SECTION V—PUBLIC WELFARE ADMINISTRATION

**For Chairman:** Louis Towley, Assistant Chief, County Services Unit, Minnesota Department of Public Welfare, St. Paul, Minnesota.

**For Vice-Chairman:** Emil Frankel, Director of Research, Department of Institutions and Agencies, Trenton, New Jersey.

**For Committee Members** (Five to be elected).

**Term expires 1948)**

Ruth Bowen, Division of Public Welfare, Lansing, Michigan.

H. E. Chamberlain, Consulting Psychologist, State Department of Social Welfare, Sacramento, California.

Albert Lee, Nampa, Idaho

Catherine Manning, Department of Public Welfare, Rochester, New York.

Harry O. Page, Department of Public Welfare, Augusta, Maine.

Emma C. Puschner, National Director, American Legion National Child Welfare Division, Indianapolis, Indiana.

Howard Russell, Director, American Public Welfare Association, Chicago, Illinois.

Elizabeth Schuerman, State Department of Institutions and Agencies, Nashville, Tennessee.

Wade T. Searles, Field Representative, American Social Hygiene Association, Columbus, Ohio.

E. Preston Sharpe, Superintendent, Pennsylvania Training School, Morgantown, Pennsylvania.



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